

CONVAIR

WEEKLY LOG

SPACE SYSTEMS

Published by General Dynamics' Convair & Space Systems Divisions

Employee Suggestions Program Is Shaping Up in 1986

Good ideas are everyone's business, especially at Convair, where your ideas go a long way toward benefitting you and your company.

Many people don't understand how the Employee Suggestion process works. Basically, employees are encouraged to submit ideas that promote cost savings or measurable improvements in productivity, product quality, or employee safety. This special edition of the *Weekly Log* will outline everything you need to know about how to submit an Employee Suggestion and the potential rewards waiting when you do.

About the Promotion

"Excellence for a New Year" is the Employee Suggestion program's 1986 theme. Monthly winners will be chosen based on the hard dollar savings to Convair. Each monthly winner will be announced in the *Weekly Log* and will be eligible for a grand prize drawing at the end of the year, too. In addition, a Suggester of the Year will be selected.

Who is a suggester?

You are when you put your good ideas on an Employee Suggestion form and send it to Mail Zone 33-1320.

How do I start?

Employee Suggestion forms are available in boxes located around the plant. Make sure to fill out the form completely. Your signature and the date are especially important, because the more information you provide, the more efficiently your idea will be reviewed.

What's in it for suggesters?

The total cash award or equivalent merchandise award for an adopted and implemented suggestion is 10% of the first year's net savings. Awards range from a minimum of \$25 to a maximum of \$10,000. Intangible cash awards are given for adopted ideas. For example, if an idea increases quality in a department but hard savings are difficult to document, supervision may recommend an intangible award.

What is a priority right?

The date the Employee Suggestion group receives your suggestion establishes a priority right for your idea. This priority is retained while your idea is under investigation. If a suggestion isn't accepted, priority rights are valid for one year after the

closing date. Once the priority right has expired, the idea must be resubmitted as a new suggestion.

Who gets the suggestion form when I send it in?

Your suggestion is received by the Employee Suggestion group, where it is assigned a five-digit identifying number. You will get an acknowledgment letter that tells you this number and the name of the analyst assigned to your suggestion. Remember to reference this number on all correspondence with the Employee Suggestion group.

Who is my Employee Suggestion analyst?

The analyst is your personal idea representative, who will coordinate between you, the evaluators, and the company.

What does the analyst do with the suggestion?

Copies of the suggestion and an inquiry form are sent to the department(s) best suited to evaluate the idea. During the in-

quiry process, it is not uncommon for a suggestion to travel through numerous departments before a final decision is made. Analysts do not make the final decision on a suggestion, but rather, they help coordinate input from various departments.

Who are the evaluators?

They are experienced employees who evaluate suggestions. They include engineers, supervisors, managers, and directors.

How are cost savings determined?

Throughout the evaluation process, cost savings documentation is collected. When the suggestion has been implemented, it is then ready for endorsement. Generally, supervisors endorse awards that are under \$250, managers endorse awards of \$250 to \$500, and the Employee Suggestion Board approves awards of \$500 to \$10,000. Final awards are calculated on hard dollar savings less the cost to implement the idea. Cost savings figures are based on schedules at the time the suggestion is implemented.

What is the Employee Suggestion Board?

This board comprises division directors or their representatives who review, discuss, and vote on ideas with a potential award of \$500 or greater. They also make policy decisions relative to the Employee Suggestion program.

— Continued on back page —

A Look Back at Convair 1985

McSweeney to Present State of the Division Address

Convair General Manager John McSweeney will present his State of the Division address at the January 15 meeting of the National Management Association Convair Chapter.

This annual meeting is a look back at Convair's major accomplishments during 1985 and a preview of the challenges that lie ahead in 1986. McSweeney will also present the General Manager's Employee of the Year Award.

The State of the Division meeting will be held in the Town & Country Hotel Mission Ballroom beginning at 5:00 p.m. Dinner will be served at 6:30, and the program will start at 7:30.

As in past years, this year's meeting is sure to be a sellout. Tickets are available through NMACC boosters. The price is \$11.50 for NMA members and \$16.50 for nonmembers (not \$21.50 as previously announced). After you have your tickets, call Doreen at 38133 for table reservations. Tables seat groups of 10.

Program Development is the sponsoring department, with John DeBlanc as executive host.

When my suggestion is approved, how do I get my award?

The Employee Suggestion group prepares a weekly request listing suggesters eligible for award. Payroll then prepares the award checks and forwards them to the suggester's department. All monetary awards are subject to federal and state payroll tax deductions. Only suggesters on the active payroll or in retirement or layoff status are eligible for awards.

When my suggestion is denied, how will I know?

Your Employee Suggestion analyst will send a letter explaining why the idea wasn't accepted and the procedure for reopening the suggestion if you believe your idea was misunderstood.

What is the difference between the Employee Suggestion program and the Cost Reduction Proposal program?

Many cost-saving ideas that aren't eligible under the Employee Suggestion program rules can be submitted as Cost Reduction Proposals. For example, a method improvement that relates to your job assignment is ineligible as an Employee Suggestion but can qualify as a Cost Reduction Proposal. Ideas that result in avoided costs rather than actual savings are also candidates for Cost Reduction Proposals.

Flexible Options

Suggesters have the option of receiving their Employee Suggestion awards in cash or merchandise. Gift items are top quality, fully warranted products. They offer the added advantages of freedom from withholding and sales taxes and the company pays the transportation costs.

Merchandise certificates earned through the Employee Suggestion program can be combined with awards received within the same year from EXCEL, Extraordinary Achievement, Target Teamwork, and the Great Talent Search to purchase larger items.

To choose merchandise, just inform the analyst about your preference. When your idea is implemented, you'll receive a catalog of gift selections along with an award order form. Award books are available at the Employee Suggestion office. At Kearny Mesa, the Employee Suggestion office is in building 3, third floor, column E-3. The Lindbergh Field Employee Suggestion office is in building 1, first floor (Industrial Relations area).

What Ideas Are Not Eligible For Awards?

- An idea that is within your authority to implement.
- An idea that offers tangible savings of less than \$50.
- An idea that pertains to organizational change or company policy.
- An idea that duplicates company projects already in work or an earlier Employee Suggestion with priority rights.
- An idea that involves developmental projects.
- An idea that is considered a customary part of your job.
- An idea that is concerned with services or conveniences to employees, public relations, posters, or contests.



At the Employee Suggestion recognition ceremony were, left to right, Joe Rogers, manager; Lynn Atnip; Craig Leadley; Ed Squires - division vice president - Cruise Missile Product Line; and Louis Trujillo.

Prototype Development Department Sets Record in '85

For the first time in Convair's history, three employees in a single department received maximum \$10,000 Employee Suggestion awards in the same calendar year.

Lynn Atnip, group leader - Department 031-0, received an award for his idea to return scrap ICU components and assemblies to vendors for credit. Craig Leadley, mockup mechanic, was rewarded for his idea to use tube fitting clamps for weld alignments. The third recipient, Louis Trujillo, mockup mechanic, developed a universal weld fixture that replaced 180 separate tools.

The first year's net savings for these three awards was \$508,770. Congratulations to the Prototype Development department for their good ideas.

Having Goals Makes a Difference

Soon after joining Convair in 1956, Gordie Lundquist began participating in the Employee Suggestion program, and in 1966, he was selected as the Hourly Em-

ployee Suggester of the Year. When Gordie was promoted to manufacturing engineering in 1967, his supervisor, Cleve Royce, challenged him to set goals to save the company money. Since he hadn't previously established ES goals, Gordie left Cleve's office committed to saving \$500,000 a year for each year he worked at Convair. This goal equated to a total of \$17 million.

Eighteen years later, it is evident that Gordie's goals have paid off. His suggestions have resulted in a total savings of \$27 million. Gordie's new goal has been revised to \$33 million.

The *Weekly Log* is published by Industrial Relations for employees of General Dynamics Convair and Space Systems divisions. If you have stories of interest, please call Cal Samuels, 39955, or send them to MZ 11-1330.

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Program Management Graduates



Twenty-eight Convair and Space Systems employees graduated from West Coast University's certificate program in Program Management. All participants successfully completed four graduate-level courses, which were offered after working hours. Dr. Robert Baker, president of West Coast University, presented the certificates of completion at a recent exercise conducted in the Kearny Mesa building 2 presentation room. Convair General Manager John McSweeney and Dr. Ray Beuligmann, division vice president - Research & Engineering, addressed the new program managers during the exercise.

Standards of Business Ethics and Conduct

"To the many communities of which we are a member, and to society as a whole, we will act as responsible and responsive corporate citizens and in a moral, ethical and beneficial manner."

From time to time, the *Weekly Log* will print excerpts from the *General Dynamics Standards of Business Ethics and Conduct* handbook. The quotes are to remind employees of the moral and ethical standards by which we do business. If you have questions regarding business ethics and conduct, call the Ethics Hotline: Convair - 38120; Space Systems - 38367.

Program Management course graduates, in alphabetical order, from Space Systems Division: Dale Balu, Michael Gass, Tom Kessler, Gregory Kilbury, David Lorentz, Peter MacNeil, Octavio Mamon, Daniel Marshall, and Gary Miyata. From Convair Division: Walter Boost, David Clausen, Richard Crooks, Jeffrey Fell, Claude Freaner, Todd Gilman, Larry Harter, David Hirvo, Paul Huffman, Terry Lommer, Patrick Lorenz, Paul Norris, Teresa Norris, Jay Rief, Gerry Skinner, Ronald Stenstrom, Robert Stewart, Mark Sunday, and Robert Wanczyk.

December Deliveries

Convair's Cruise Missile program delivered fourteen production vehicles, three flight test vehicles, and one maintenance vehicle to the government during December. The program remains ahead of the cumulative contract schedule by four missiles. GLCM program deliveries in December included two LCCs and three TELs. Congratulations to the Tomahawk team.

Engineering Masters Program Offered On Site

San Diego State University is offering courses at the Kearny Mesa plant leading to a masters degree in electrical or mechanical engineering. The classes will be televised live in trailer 2, east of building 5. Registration will take place January 21

from 10:30 a.m. to 12:30 p.m. in building 17, room 1, as well as on the first day of class.

Classes begin on January 27 and 28. Pre-enrollment at SDSU is not necessary. For further information, contact Educational Services at 39558 or Steve Bascom at 38165.

Convair 1985 State of the Division

You still have time to buy tickets for the January 15 NMA Convair Chapter dinner meeting. Convair General Manager John McSweeney will deliver his State of the Division address and present the General Manager's Employee of the Year award for 1985.

Tickets are available through NMACC boosters and cost \$11.50 for NMA members, \$16.50 for nonmembers. The non-member ticket price was previously announced as \$21.50. If you paid \$21.50, see your ticket salesperson for a five-dollar refund.

Prescription Drug Plan Information

Reminder: Your prescription drugs are available only under your respective medical plans.

Kaiser Participants: Your prescription, written by a Kaiser doctor or by your dentist, will be filled at no cost to you. Present the prescription, along with your Kaiser health card, at one of the nine Kaiser pharmacies in San Diego County.

Greater San Diego Health Plan Participants: Your prescription, written by a GSDHP doctor or by your dentist, will be filled at no cost to you. Present the prescription, along with your GSDHP health card, at one of the participating GSDHP pharmacies.

General Dynamics Self-Funded Medical Plan (Aetna) Participants: Your prescription, written by your medical doctor or by your dentist, will be filled for you at a cost of \$1.25 per prescription. Present your prescription, along with your participating drug plan card, at one of the participating pharmacies.

Brochures listing participating pharmacies for each respective medical plan are available at Employee Benefits offices at KM and LF. If you have any questions, please call 39916.



Two group EXCEL awards were recently presented to the Space Systems Division Automatic Test Equipment Lab. The first award was in recognition "for outstanding team spirit, dedication, and commitment to produce a quality product in support of the Shuttle Centaur program." The second award cited the group "for an outstanding team effort in the fabrication of the Shuttle Centaur special purpose test equipment." Front row left to right: Rod Doty, Joe Irazarry, Laurie Troxel, Annie Hontucan, Tillie Quinones, Billy Pirtle, Anna Oldenburg, Mike Washburn, George Duegan. Back row: Lucious Dandridge, Leroy Smith, June Person, Ed Corbett, Sharon Hedgeman, Mae Owens, Dan West, Phil Swansey. Not pictured: Dan Benanti, Norman Nobles, Eleazar Lopez.



Ken Lake, division vice president - Operations Services Center, recently recognized and congratulated his department's Employees of the Year. From left to right: Bob Helt, Plant Services; Bob Perkins, Aircraft Product Line; Michael Shull, Cruise Missile Product Line; Ardelle St. George, Procurement; Ron La France, Fabrication & Tooling; Carol Taylor, Manufacturing Engineering; Mike Sangido, AMS Product Line; Frank Ryan, Manufacturing/Material Control & Scheduling; and Charlie Snyder, Operations Administration. Bob Perkins was the winner of a drawing for a \$500 merchandise award.

Never Learned to Type?

With the widespread use of computers in the workplace, there is a need to sharpen typing skills. Educational Services has a self-paced keyboard proficiency course for people who never learned to touch-type or

for those who want to progress beyond the two-finger, hunt-and-peck system. Upcoming classes are being held at Kearny Mesa from 1:30 to 3:30 p.m. For information, call Patrice Sanasac, 39558.

Security Tip

Recently, a Fort Worth employee who had just returned from a European business trip received an "international travel survey" from a London firm. The survey requested personal and company information that would provide the reader with a detailed scenario of his travel activities.

Although innocent in appearance, such survey information in the wrong hands could jeopardize personal safety as well as the company's security.

You are not obligated to respond to surveys or questionnaires that ask for information concerning any of your activities. If you travel internationally, whether for business or vacation, you are a prime target for espionage agents. Don't compromise your well being. Report all such solicitations to Industrial Security.

Disneyland Night

The NMAC Convair Chapter is sponsoring Disneyland Night on Saturday, February 8, from 4:00 p.m. to midnight. The ticket price includes unlimited use of park attractions and a chance to win one of many valuable prizes, including a 1986 Pontiac Firebird.

Tickets are \$10.50 for adults and \$8.50 for children. Contact Jody at 28142 for information.

The Safest Place

Have you ever wandered through a junkyard looking for used auto parts? You'll find some nasty-looking carcasses to be sure, but one part of the car's anatomy stays reasonably intact no matter how battered its outsides might be — the car seats.

Anchored to the car's frame and spaced several feet from the dashboard, most car seats manage to survive crashes. If passengers were anchored to the frame, as are car seats, most people would survive crashes. And if people used their safety belts, they would be anchored to the frame. It's a matter of simple physics.

Lost and Found

As a service to employees, Lost and Found centers are located in the Employee Benefits offices at Lindbergh Field and Kearny Mesa. Please turn in articles found on the premises to either Lost and Found center. Call the Kearny Mesa center at 39912 or the Lindbergh Field center at 24949 if you are looking for a lost item.

Employment

For the week ending January 3, employment was 12,086.

Published by General Dynamics Convair & Space Systems Divisions

Meeting Today's Commitments While Competing for Tomorrow's Opportunities

STATE OF THE DIVISION HIGHLIGHTS

General Manager John McSweeney delivered his State of the Division address at the January 15 meeting of the National Management Association Convair Chapter. A capacity crowd was on hand to hear McSweeney's perspectives on our accomplishments in 1985 and the challenges for 1986.

McSweeney pointed out that one event in particular has paved the way for greater success in 1986. The establishment of Space Systems Division is in direct response to the corporation's emphasis on meeting our customer commitments in an efficient and timely manner. The split allows Convair more concentrated program control, which will result in better system delivery and support to our customers and greater achievements for the company. What follows are highlights of the presentation:

1985 Major Accomplishments: Tomahawk's 91% flight test record, with 19 consecutive successes, reflects the high quality and reliability of our family of cruise missiles. Other program achievements include:

- First successful BGM-109D launch
- First successful launch of the ship Vertical Launch System version of Tomahawk
- Successful TASM Sea-Skim flight
- TLAM-C transitioned into production
- Advanced development milestones met

Record Production: The Tomahawk Cruise Missile program made a great leap forward during 1985. With a record 237 All-Up Round deliveries, the contract schedule was reestablished and exceeded.

TEL and LCC production doubled, facilitating on-schedule GLCM deployment in Europe — an accomplishment that the General Manager termed "our quiet success story."

The KC-10 program exceeded contract requirements by delivering two additional shipsets to McDonnell Douglas.

New Business: Convair's significant business wins during 1985 include the Automated Routing & Maintenance System/Automated Target Tie-up (ARMS/ATT) contract, a Boost-Glide Vehicle (BGV) CRAD, and the Long-Range Standoff Missile (LRSOM) study contract.

Opportunities for '86 and Beyond: McSweeney looks to 1986 as the year in which we can say "everything is on or ahead of schedule." The division goals are to:

- Expand our role as system integrator and supplier of standoff systems
- Extend and develop new launch and control system opportunities
- Develop new opportunities based on these strengths and related areas of technology

As part of the presentation, McSweeney profiled eleven candidates for the 1985 General Manager's Employee of the Year award and listed their individual contributions to the division. He concluded his presentation by saying, "This year's honoree represents many people here at Convair who will be key in bringing about next year's highlights."

Howard E. Jope, Jr. 1985 Employee of the Year

In presenting Howard Jope, a logistics specialist in Integrated Logistic Support, with the General Manager's Employee of the Year award, John McSweeney stated, "Howard is a unique individual whose expertise in the field is quite visible to the U.S. government. His activities have a very distinct bearing on the continued successful deployment of one of our nation's major defense systems — the Tomahawk cruise missile."

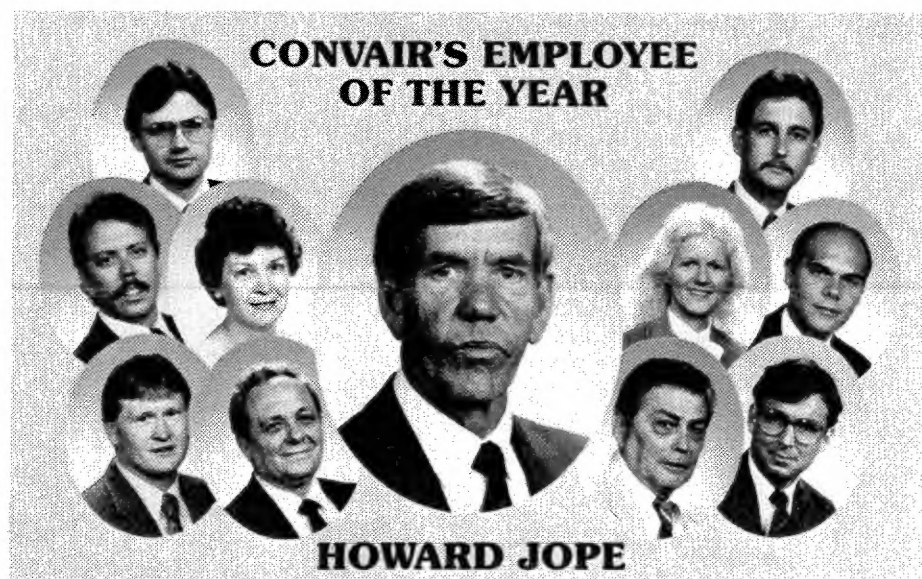
Since joining Convair in 1978, Howard has performed his duties in an exemplary



Upon receiving the 1985 Employee of the Year award from General Manager John McSweeney (right), Howard Jope stated, "As everyone who works at Convair knows, anything we do, we do together. No individual can accomplish anything by himself, so I want to thank everyone who has helped me."

manner without fanfare. In 1985 he arranged airlift delivery missions; designed, developed, and updated the GLCM integrated distribution and traffic management plan; and participated in main operating base site activation conferences and SLCM/GLCM working groups dealing with system logistics and deployment.

His outstanding efforts in developing a



Surrounding Howard Jope are the nominees for Employee of the Year: (left, top) Steven Allen. (Middle) Steven Creighton and Beverly Kinzie. (Bottom) Jerry Williams and Don Kolesar. (Right, top) Joe Mayer. (Middle) Alinda Giansiracusa and Dave Berry. (Bottom) Richard Ponce and Richard English.

delivery plan for MOB activation were largely responsible for mission recognition from the Secretaries of State, Defense, and U.S. Air Force.

Steven Allen, senior engineering specialist, Cruise Missile Engineering. Steve's technical excellence and leadership abilities were instrumental in successfully guiding the BGM-109D submunitions program through preliminary and critical design reviews, which culminated in the recent successful flight test demonstration of T183:1.

Dave Berry, chief, Operations. In his role at Sycamore Canyon Tomahawk Facility, Dave's strong commitment to quality, schedule, and cost was key to the Tomahawk program's impressive accomplishments in 1985: improved cost performance, an all-time-high increase in monthly Tomahawk production rates, and the recovered net contract delivery schedule, which was exceeded last year.

Steven Creighton, financial specialist, Cruise Missile Program Finance. Demonstrating his ability to conduct exhaustive financial audits, Steve was personally responsible for Convair's receiving \$6 million in contracts by evaluating billing records and expediting the DD250 process for TELs and LCCs.

Richard English, contracts administrator, Contracts & Estimating. Rich's "enthusiasm, creativity, and ability to organize disjointed facts" are only part of the accomplishments that led to his nomination. Rich's commitment resulted in a highly successful four-month fact-finding/negotiation period.

Alinda Giansiracusa, chief, Manufacturing Technology. As chief of Production Technology Development, Alinda led the department in achieving cost reductions totaling \$14.2 million, an Employee Suggestion of \$7.9 million, a method improvement totaling \$178,000, two patent awards, and 23 individual employee recognitions.

Beverly Kinzie, communication specialist, Program Development. Bev leads the composition group in Art & Editorial. Her group is responsible for typesetting the high volume of time-critical tasks that pass through the department regularly. Bev demonstrated her commitment and leadership abilities by successfully coordinating concurrent publication of five major proposals without slipping A&E's regular schedule of tasks.

Don Kolesar, manager, Manufacturing/Material Control & Scheduling. Don successfully reorganized the Fabrication Control & Shop Load department's support of Convair's Advanced Programs group. He is also credited for dramatically

improving Fabrication department performance, restructuring offload activities, and reducing Cruise Missile and KC-10 program parts shortages.

Joe Mayer, senior QA specialist, Quality Audit. A veteran of the GLCM main operating base in Sicily, Joe joined Convair's Quality Audit team in 1985. He excelled as prime auditor and chief technical interface for cruise missile teardown operations at our facilities and disassembly audits of electrical packages at suppliers' facilities.

Richard Ponse, supervisor, Facilities Management. Richard applied his 30 years of Convair experience in planning the refurbishment and activation of the Advanced Programs lab, a computer facility, engineering office areas, and assembly areas. These achievements were completed on time and within budget.

Jerry Williams, senior Industrial Relations representative, Salaried Compensation. With patience and diligent communication, Jerry significantly improved Operations' interdepartmental understanding of salaried compensation practices. His efforts were greatly appreciated by the Operations staff, who praised him for "always providing the alternatives and solutions we need."

The Spirit of Giving

Even though the majority of Convair employees are members of the Con-Trib Club, some demonstrate their concern for others in the community by giving something extra. Employees of Machine Shop (Department 015) and Sheet Metal Fabrication (Department 001) presented Major Bill Luttrell of the Salvation Army with a check for \$740 for use during the 1985 Christmas holidays.

The group has donated to the Salvation Army annually for the last eight years. All campaigning has been conducted by shop employees on their own time. From all of us, a "well done" to this concerned and involved group.



The success of the holiday fund-raising drive was due largely to the volunteer coordinators: (left to right) Larry Elkins, George Roller, John Sullivan, Ann Martin, Major Luttrell, Susan Wiltbart, Hank Cunningham, and Frank Schrosk.

NMA Director Elected at Vandenberg



Space Systems' Fran Anderson will serve on NMA board.

Fran Anderson, senior Quality Assurance specialist for Space Systems Division, has been elected a national director on the National Management Association's Board of Directors. Having served as president of the Vandenberg chapter and president of the California Central Coast Area Council, Fran is well qualified to contribute to the association in her new position.



Convair's Donna Shuffler, Operations general supervisor — Manufacturing/Material Control & Scheduling, recently was presented an Extraordinary Achievement award. The award recognizes her efforts in helping to establish the Operations Engineering Support Group and implementing new policies and procedures that have streamlined the entire engineering procurement system. The award cites Donna's dedication and willingness to help, which makes her stand out as an extraordinary achiever. Don Hannabarger (left), director — Manufacturing/Material Control & Scheduling, and Steve Birmingham, chief — Engineering Support Group, presented Donna with her Extraordinary Achievement award.

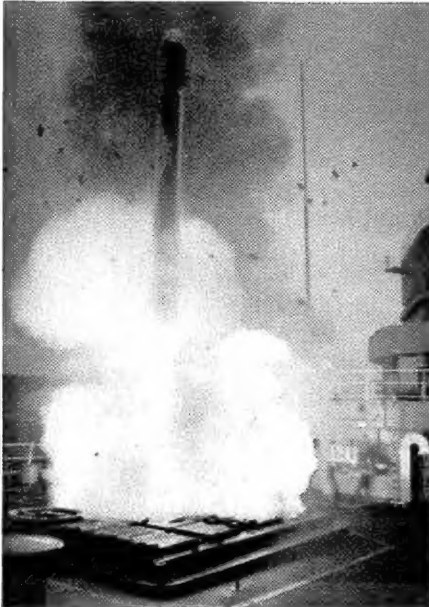
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Employment

For the week ending January 10, Convair Division employment was 9,376; Space Systems Division employment was 2,693.

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TLAM-C Performs Successful Ship VLS OPEVAL Flight



Tomahawk land-attack missile – conventional (TLAM-C) T180:1 was successfully launched from USS *Norton Sound* on January 9. The missile performed a typical land-attack mission, following the inland route to the Naval Weapons Center, China Lake Test Range, where it completed a target overflight followed by a successful recovery. The flight test data indicates that all objectives were accomplished.

This was the second of three operational evaluation flight tests in the Vertical Launch program. Congratulations to the Tomahawk team.

New Coolant System at Lindbergh Field

A new coolant recycling system was recently installed in building 78, adjacent to the machine shop in Lindbergh Field's building 1. This system will clean and revitalize existing machine coolant.

The system consists of a 2,000-gallon dirty-coolant tank. A purification process automatically removes the tramp oil and particulates, then adds water and coolant concentrate. The result is clean coolant, recycled through a new process that reduces hazardous waste. The recycling system should be fully operational by the end of February and is projected to save \$89,000 per year.

LAMP Participants

The University of California, San Diego has announced that David Brower, Frank Chabza, and Allen Chin (Research & Engineering), Michael Burz (AMS Program Office), Mary Klement (Integrated Logistic Support), Pat Phelan (Quality Assurance), and Jay Stroh (Operations) from Convair Division, and Steven Beck and Gene Perkins (Research & Engineering) from Space Systems Division have been selected to participate in the new Leadership and Management Program (LAMP) for scientists and engineers.

Limited to just 32 San Diego-area company-nominated participants, the new program is designed for scientists and engineers who supervise groups of professionals in high-technology organizations. LAMP program participants will meet weekly from January to November to better develop their managerial skills in their particular environments.

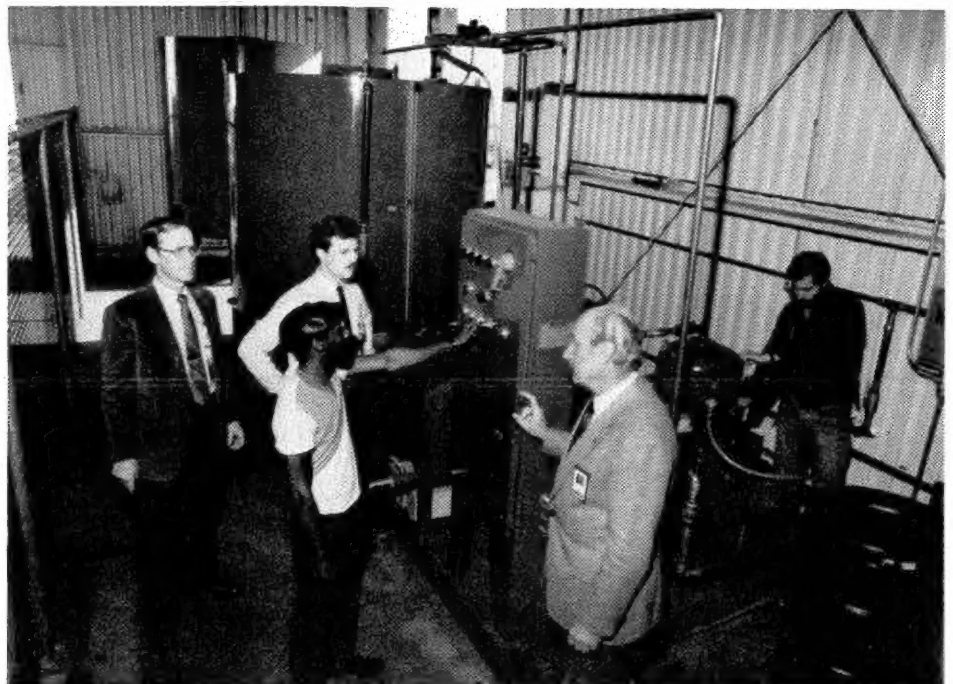
Atlas/Centaur Cost Improvement Drive

Dr. Alan Lovelace, Space Systems general manager, and Dennis Dunbar, Atlas/Centaur program director, have challenged

Space Systems staff members in each Atlas/Centaur functional group to reduce their "to go" costs by 25% for the remainder of the production contract. To highlight each staff member's progress toward achieving the goal, a bar chart with the current status is displayed in his respective area.

In recognition for individual contributions to the cost improvement drive, each staff member will be displaying a photo of the most significant contributor on a bi-weekly basis. If you have ideas for improving Atlas/Centaur's "to go" costs, please contact your coordinator:

Functional Area	Phone
A/C Program Office	
Hans Obertreis	39405
Engineering	
Lee Buss	38343
Quality Assurance	
Stan Chamberlain	38990
Fabrication & Tooling	
Jeff Williams	24885
Material	
Russ Fox	74105
Atlas/Centaur Assembly	
Bob Holcomb	38245



Pictured left to right with the new coolant system are Jim Yates – Operations supervisor, Walt Buechele – facility planner, Jerry Robertson – maintenance oiler, Joe Salieri – Operations general supervisor, and Bob Bowden – maintenance oiler.

Reminders

If you change your telephone number or mail zone, please call Office Services at 73413, or complete and mail the perforated directory card you'll find in the back of the inplant phone directory. Prompt response will ensure your directory listing is up to date.

Also, to avoid delays in mail deliveries, make sure that you give business correspondents your complete address and mail zone.

Security Tip

If you handle classified material, Industrial Security reminds you that classified material must be held under the direct control of the user or kept in authorized containers. In addition, all classified material held by our divisions must pertain to an ongoing contract or program or be retained through written approval from the respective government contracting officer.

Unless written retention authority has been granted, all classified material must be returned to a document control station once a contract closes. When a bid, proposal, or quote is withdrawn or not accepted, all classified material must be returned within 90 days. Symposium and reference material may be retained for a period of one year if needed, but must be returned to the appropriate document control station after one year.

For further information regarding classified material retention policies, contact Bob Rodriquez at 38167.

Quality Manned Flight Awareness Prize Winners

As part of the Quality Manned Flight Awareness motivational program for Shuttle Centaur, Ken Lake, division vice president - Operations Services Center, recently announced the winners of the second of seven monthly drawings. The motivational program is in place to keep quality - key to the success of the upcoming Galileo and Ulysses Shuttle/Centaur missions - highly visible.

December's winners are Mike Acosta - Department 001, Donna Wilson - Department 465, and Larry Pimentel - Department 015, who each won a trip for two to view one of the Shuttle/Centaur launches next May at Cape Canaveral. Cheryl Thompson - Department 004, won a trip for two to Las Vegas, Jorge Reyes - Department 002, won a Topaz merchandise certificate, and Gary Zwartjes - Department 015, won an Invader harbor cruise.

Expand Your Career Opportunities

The University of Redlands-Whitehead Center will conduct information meetings to outline their bachelor's and master's programs. For information concerning the January 29 meeting at Lindbergh Field or the February 5 meeting at Kearny Mesa, contact Steve Bascom at 38165.

Automated Access at KM

On Monday, February 3, the new computer-controlled access turnstile entrances will be operational at Kearny Mesa's building 2. The new procedure to enter the plant at gate 2 is simple. By inserting your ID badge in the card slot, you may enter the facility provided your employee number has been programmed for that gate. Plant Protection officers will be available to assist you if necessary.

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From the Health-Fitness Center

Shape Up. Session I begins January 27, 4:30 p.m., CRA clubhouse room C. Pre-registration requested.

Free Breast Cancer Presentation and Screening. Conducted by the American Cancer Society, Tuesday, February 4, 5:00 p.m., CRA executive conference room.

For more information, call the CRA Health-Fitness Center, 39921.



Loren Theodore (second from left) was presented with his Journeyman certificate as a senior tool and operations planner by Dick Dray - planning supervisor. Don McCrary, secretary of the Joint Apprenticeship Committee, and Helen Hardy, apprenticeship coordinator, were present to add their congratulations. Loren completed the necessary 8,000 hours of on-the-job training and related community college instruction to earn his certificate.

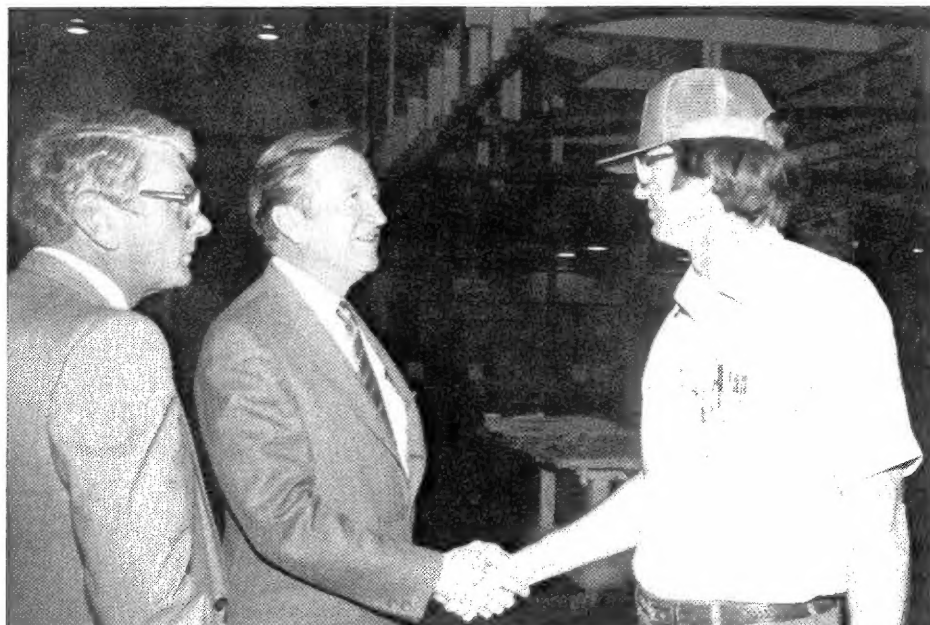


The prize winners: (left to right) Mike Acosta, Cheryl Thompson, Larry Pimentel, Gary Zwartjes, and Donna Wilson. Ken Lake was on hand to extend his thanks and congratulations.

Published by General Dynamics Convair & Space Systems Divisions

Pace Visits Convair

Convair hosted Stanley Pace, General Dynamics Chairman of the Board and Chief Executive Officer, last week for briefings on our current programs and new business opportunities. Mr. Pace toured the Kearny Mesa, Lindbergh Field, and Plant 19 facilities that support the Tomahawk, Advanced Programs, KC-10, LRSOM, Integrated Strike, BGV, and CMAG programs. In reviewing our manufacturing capabilities, he had the opportunity to speak personally with many employees. In the picture at right, Mr. Pace (center) is being introduced to manufacturing dispatcher Wayne Ihrig by Ken Lake (left), division vice president - Operations.



Lovelace Addresses NMA Vandenberg Chapter

A record crowd was on hand in Santa Maria to hear Dr. Alan Lovelace, general manager - Space Systems Division, deliver his State of the Division address to the National Management Association Vandenberg Chapter on January 24.

After reviewing the long and successful history of General Dynamics' space launches, Lovelace congratulated the Vandenberg team for their successful 1985 launches of Atlas 41E GEOSAT and Atlas 55E NAVSTAR. Alluding to the 267 successful Vandenberg launches since September 1959, the general manager said, "This successful launch record reflects the experience and dedication of the people represented here tonight."

Lovelace continued his address by outlining the division's 1985 CRAD wins. These new studies center on the future of space transportation as well as our involvement with the space station and the Strategic Defense Initiative. "These programs will be major division drivers for the next decade," he said.

Lovelace presented the following events and goals for 1986:

- Acquisition of commercial customers for Atlas
- Improvement of the proposal development process
- Strengthening our technology base
- Controlling the cost of our products
- Gaining the go-ahead for Titan/Centaur
- Launching three Atlas Es, two Atlas/

Centaur, and two Shuttle/Centaur
Lovelace concluded his address by saying, "The sky is not the limit — it's only the beginning."



Dr. Lovelace presented a 45-year service award pin to Vandenberg's Marvin Rustin, launch service mechanic, as his wife, Margaret, looked on. Lovelace stated, "People like the Rustins are the heart and soul of our corporation and our division."

Convair, Space Systems Participate in Ethics Awareness Workshop

The Convair and Space Systems general managers and members of their staffs participated in an ethics awareness workshop last week. The workshop — facilitated by Dr. Ken Hanson, Stanford University, and Gary Edwards, executive director, Ethics Resource Center, Washington, D.C. — concentrated on ways of developing, modifying, and implementing a new corporate

culture. Considerable time was devoted to developing strategies for making the commitments outlined in the General Dynamics Standards of Business Ethics and Conduct handbook part of our everyday lives.

Other workshops are planned to create a heightened awareness of our individual and corporate responsibilities to our community, customer, suppliers, and shareholders, and to one another as employees.

Portions of the workshop were video taped by a PBS news team for use in an in-depth review of General Dynamics, scheduled to air the week of February 3 on the MacNeil-Lehrer Report.

Convair Nominated for DLA Award

General Manager John McSweeney recently received the following letter from Captain Donald Christopher, SC, USN, Commander - DCASPRO.

The purpose of this letter is to express my appreciation for your efforts in providing assistance and support of the National Industries for the Severely Handicapped (NISH). In recognition for this outstanding contribution, especially to the Association of Retarded Citizens of San Diego, I have nominated the General Dynamics Convair Division for the Defense Logistic Agency Award for Contractor Excellence in assisting Disadvantaged Business in the Small Business Utilization Program.

I am confident that Convair Division will continue to be highly successful in future accomplishments and in meeting future goals established by DLA for the Small and Disadvantaged Business Development and Utilization Program.

Congratulations to everyone involved in the NISH program for this well-deserved honor.

Division Bulletin Board

MPL Revisions. Revisions to the Master Parts List User's Guide are now available. To request copies, send an AVO to Ella Alexander at MZ 63-2214.

Telephone Training. The Telecommunications staff is offering one-hour Dimension telephone system training classes. To register, call Bobbie Alexander, 75553.

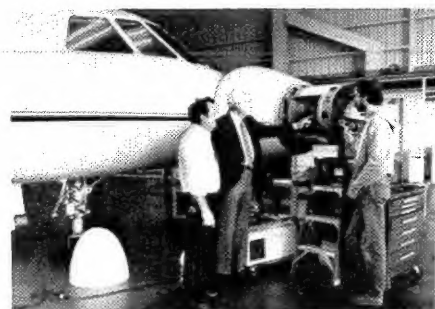
Expand Your Career Opportunities. The University of Redlands-Whitehead Center will conduct an information meeting to outline their bachelor's and master's programs. For information concerning the February 5 meeting at Kearny Mesa, contact Steve Bascom at 38165.

Disneyland Night. The NMA Convair Chapter is sponsoring Disneyland Night on Saturday, February 8, from 4:00 p.m. to midnight. Tickets are \$10.50 for adults and \$8.50 for children. Contact Jody at 28142 for information.

Employees Excel on CMAG Program

Lou Coover and Mark Fleming, mockup mechanics, recently were presented EXCEL awards for their outstanding contributions to the Cruise Missile Advanced Guidance (CMAG) program. Lou and Mark were responsible for making the necessary modifications to the company-owned Falcon 20 jet aircraft to accommodate the laser radar sensor and test equipment. Their work was completed under restrictive conditions.

The CMAG program is a 42-month contract (awarded in April 1984) to design, develop, and test a second-generation guidance system for cruise missiles.



Discussing the Falcon 20 nose cone modification are, left to right, Lou Coover, Derek Trusk, chief - Airworthiness and FAA Coordination, and Mark Fleming.



In the performance of their everyday responsibilities to maintain a safe working environment at SCTF: (Front row, left to right): Dave Berry, SCTF superintendent; Lee Davis, SCTF site manager; Phil Mazzetti - Extraordinary Achievement award recipient; Hank Nulton, chief - Systems Safety Engineering. (Middle) Cherokee Bryson, missile mechanic; Mike Paesani, Operations general supervisor; Gregory Oman, missile painter. (Back) Hector Borboa, checkout missile electrician, and Bill Webster, checkout missile mechanic.

Systems Safety Engineer Recognized

When assigned to identify and document operational safety criticalities at Sycamore Canyon Tomahawk Facility (SCTF), Phil Mazzetti devoted countless hours recognizing and rewriting all SCTF explosive ordnance procedures and practices.

Because of his rapport with the customer and his ability to meet their requirements, Phil, a senior safety engineer in Department 614, was recently presented with an Extraordinary Achievement award by SCTF management.

Be an Ex-Smoker for Life

CRA is offering a new program, Ex-Smokers for Life™.

The program is unique because it incorporates all of the best strategies for quitting smoking. Included are behavior modification, weight control, stress management, "buddy system," and techniques to avoid relapse. In addition, Ex-Smokers for Life offers a special biochemical breath test so you can chart your individual improvement.

The program was developed from CRA's successful 1985 pilot program (more than 55% of the participants are still ex-smokers after nine months). CRA is offering Ex-Smokers for Life at cost — \$200. And, after you've successfully quit, you'll be refunded 25% of your registration fee. A free introductory meeting will be offered

on Wednesday, February 19, at 4:45 p.m. in the CRA executive conference room. For reservations, call the Health-Fitness Center, 39921.

Proper Use of Resources

Company property and resources include company-owned computer equipment and the user accounts that allow access to that equipment for job-related assignments. Computer programs that are not expressly related to company business or tasks violate company policy. Under certain circumstances, employees may use computer resources for educational purposes and other special projects. Written authorization from management is required.

Nonbusiness-related data — particularly game programs — now stored in computer systems or on company-owned diskettes should be deleted immediately to avoid possible future disciplinary action.

The *Weekly Log* is published by Industrial Relations for employees of General Dynamics Convair and Space Systems Divisions. If you have stories of interest, please call Cal Samuels, 39955, or send them to MZ 11-1330.

Employment

For the week ending January 24, Convair employment was 9,374; Space Systems, 2,693.

Published by General Dynamics Convair & Space Systems Divisions

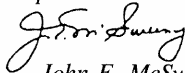
Regarding the current situation with our security procedures, I want all employees to understand that we have not lost our security clearance. The media have again continued to misconstrue the facts through sensationalistic reporting, and much confusion has resulted from this.

Responding to our situation, Chairman Stanley Pace made the following press release:

"Just as we have a zero-defects goal for the manufacture of our products, I have established a zero-defects goal for our administration processes, which includes our security function. It is clear that at the moment we are short of this goal at Convair, and consequently, we are taking strong corrective action.

"The federal security rules and regulations, although not simple, are clear and explicit. We must follow them precisely. Although there are tens of thousands of documents at Convair, each of them is important and must be protected. We at Convair and General Dynamics have the responsibility to protect them. We are determined to do so. The full resources of the corporation are being committed to rectify the problem, and we anticipate that it will be resolved to the satisfaction of the government in the immediate future..."

We have an obligation to meet all of our customer requirements. I commend each of you for your individual efforts to date. The issues of security, time cards, and ethics can only be resolved if each employee is committed to understanding and following the necessary procedures and guidelines that will ensure our future. I am confident that our concerted efforts will have positive results. All of us are dependent on each one of us.



John E. McSweeney

Vice President and General Manager
General Dynamics Convair Division

Donna Charity: Space Systems' Star



Dr. Lovelace presenting Space Systems' Donna Charity the 1985 Employee of the Year award.

Space Systems General Manager Dr. Alan Lovelace recently named Donna Charity his Employee of the Year for 1985.

Donna, a group leader in Space Manufacturing & Assembly, led the Department 762 second shift in their efforts to build the new Shuttle/Centaur deployment adapter. The project was completed on time to meet a critical rotation test.

In addition to her wide-ranging leadership responsibilities, Donna also trained a number of new employees in the Manufacturing and Assembly process. Donna's dedication, leadership abilities, and talent on the Shuttle/Centaur program are what make Space Systems proud to have her as their first Employee of the Year.

Navy Lifts Suspension

The following statement was issued February 7 by General Dynamics Chairman Stanley C. Pace in response to the Navy's announcement that it had released the suspension of company contracts, subject to a program of continuing government monitoring:

"We are gratified that, as a result of today's action by the Navy, we are now in a position to move ahead on our many vital defense production programs. The provisions involved in lifting the suspension are demanding. I can assure the Department of Defense, the Congress, and the American public that we will comply fully with these provisions. To meet this obligation, I need and expect the dedicated and wholehearted support of the 100,000 men and women of General Dynamics."

January Deliveries

During January, Convair's Tomahawk Team continued its excellent record of meeting contract delivery schedules. Sixteen production missiles were delivered to the customer as well as eight unscheduled maintenance missiles and three flight-test

vehicles. In addition to the cruise missiles, two TELs and one LCC were delivered to the government during January.

Department 637-0 deserves special recognition. The group produced and delivered a VHF communications terminal one month ahead of the contract schedule.

Congratulations to the Tomahawk Team.

Call for Entries

Space Systems' ES Program

The Space Systems Employee Suggestion program is setting up shop in Century Park building 3. The group will soon be asking employees for their suggestions on how to reduce costs, streamline procedures, and improve safety within the new division. But before the program gets into full swing, the Employee Suggestion group is looking to Space Systems employees for creative themes and illustrations for their 1986 campaign and poster series.

Between February 19 and March 17, Space Systems employees can submit themes, illustrations, photos, or cartoons to the poster contest. An ad hoc committee will select four winning pieces, one of which will be printed for display in A-frames, suggestion boxes, and office areas. The winning artists will receive a special prize from the ES program.

Flyers containing all the details will be out soon.

SSIP Reporting

Corporate office has informed us that they are revising their procedures for calculating and reporting SSIP unit values. The *Weekly Log* will again publish the values as soon as they are available.

Committee Sets Productivity Goals

The Convair Division Productivity Steering Committee held its first meeting for 1986 on January 29. Dr. Merle Aleshire, director - Productivity, outlined the 1986 goals for the Productivity Improvement Program (PIP) and Quality Improvement Program (QIP).

The committee is responsible for developing annual PIP/QIP plans, departmental goals, productivity measurement methods, and productivity improvement projects. It also provides liaison support between de-

partmental management and the Productivity director.

Plans are currently being formulated to emphasize how important each individual is to division productivity and quality. Some of the 1986 program goals are to:

- Develop employee productivity awareness and ownership by all employees
- Foster a climate supportive of change and innovation
- Advertise successes and recognize individual contributions
- Initiate white collar productivity projects
- Focus on technology projects for high productivity payoff
- Accomplish adopted 1986 PIP/QIP goals

ETR Now on Teleconferencing Network

We now have teleconferencing capability with Eastern Test Range in support of the Shuttle/Centaur program. The freeze-frame system expands General Dynamics' networking capabilities because it is compatible with similar installations in San Diego, St. Louis, and Fort Worth and at the NASA Lewis Research Center in Cleveland.

With the system, engineering drawings, viewgraphs, or photos are placed under a video camera. The image is digitized, then transmitted over dial-up telephone lines at a rate close to real time. The digitized image appears on monitors at all teleconferencing locations. Participants interact with the full-color system with an electronic stylus.

Benefits of teleconferencing include quick problem-solving capabilities, more efficient use of time, and reduced travel costs. For demonstrations or working sessions, call Sam Long or Bobbie Alexander at 75553.

Space Systems Division

Employee tuition reimbursement forms, grades for completed courses, seminar requests, and scholastic part-time or irregular 40-hour shift request forms should be submitted to Training and Development, MZ C1-7143. If you have questions regarding the Tuition Reimbursement program, please call Leanne Foley at 77455.

From the Health-Fitness Center

Ex-Smokers for Life. Free introductory meeting will be offered Wednesday, February 19, at 4:45 p.m. in the CRA Executive conference room. For more information, call 39921.



Members of the Convair Productivity Steering Committee (from left): Tom Bunting (for Bill Bowersox) – Facilities & Planning, Nile Johnson – Contracts & Estimating, Darlo Clemens – Quality Assurance, Andy Frank – Finance, Barbara McDonald – Integrated Logistic Support, Norm Keith – Productivity Administration, Donna Kaptain – Industrial Relations, Neal Fisher (for Joe Stelmah) – Operations, Larry Nelson – Research & Engineering, Dr. Merle Aleshire – Productivity director, and Chuck Simmons – Program Development.

December Retirees

Thanks and best wishes for a happy retirement to these employees who retired in December:

Name (Classification)	Years of Service
Seth E. Aldridge, Jr. Chief Engineer	27
William R. Atwell Launch Services Inspector	27
Robert W. Ballard Manufacturing Dispatcher	32
Raymond G. Castro Aircraft Assembler	29
Alton A. Chew Engineering Specialist	7
Alfonso W. Crosthwaite Tank Assembly Mechanic	35
Charles R. Foster Procurement QA Rep.	3
John H. Hinton Financial Supervisor	33
Walter D. Honeycutt Engineering Specialist	25
William K. Johnson Crater & Packer	31
Minnie S. Kilmer Duplicating Machine Operator	33
Robert Kim Construction Mechanic	6
Elvena H. Langford Aircraft Assembler	22
John W. Lockwood Planning Specialist	9

Name (Classification)	Years of Service
August W. Mahlstede Procurement QA Rep.	3
Charles A. Martinez Operations Supervisor	34
Donald J. Merritt Group Engineer	30
John J. Monty Operations Supervisor	29
Adelia L. Morris Stock Room Records Clerk	33
Francisco O. Noriega Industrial Electrician	14
Dean A. Reiner Environmental Control Tech	12
Louis J. Renz Ind. Electronics Electrician	36
Alexander A. Rocha Mockup Mechanic	29
Katherine Shafranske Executive Secretary	24
Harry E. Shidner Plastics Processor	31
Hubert G. Thatcher Material Project Analyst	29

Employment

For the week ending January 31, Convair Division employment was 9,370; Space Systems Division employment was 2,679.

CONVAIR

WEEKLY LOG

SPACE SYSTEMS

*Published by General Dynamics Convair & Space Systems Divisions***Operations Employees Recognized**

During the recent Employees of the Month quarterly breakfast, Ken Lake, division vice president – Operations Services Center, and his staff commended employees for their superior performance and contributions. Lake told those in attendance that the pride that these employees exhibit in their work “makes our divisions winners.” The honorees were:

Manufacturing Engineering

Marge Longo, Rich Jelusich, Carol Kohrmann, and Alinda Giansiracusa.

Procurement

Chuck Patmon, Bob Saintarbor, Lurene Scott, and Jan Eldridge.

Space Manufacturing

Monika Perez, Bob Smith, Art Nenashi, and John Haskin.

Fabrication & Tooling

Bob Anyon, Roy Okuni, Dee Clark, and Frank Muzzy.

AMS Product Line

Lou Caruso, Mike Sangiolo, Wendell Hecke, and Georgia Thompson.

Manufacturing/Material Control

Andy Medin, Sally Bond, Al Kilgore, and Frank Weller.

Cruise Missile Production

Nancy Alexander, Steve Graves, Pat Hogan, and Anthony Smith.

Operations Administration

Jim Foreman, Millie Gallaher, Bruce Boetter, and Barbara Harp.

Aircraft Product Line

Wylodean Dorrough, Merv Pollard, Bob Perkins, and Bill Curry.

Plant Services

Oscar Rafael, Bill Ladd, Candice Shine, and Thomas Perry.

Stock & Savings Investment Plan Distribution

Employee Benefits has been advised that the checks for the 1982 SSIP plan year distribution will be issued on or about February 19.

April Is Just Around the Corner

Starting today, February 17, state and federal tax forms will be available in the Kearny Mesa employee dining room, Lindbergh Field employee dining room, and Lindbergh Field Employee Benefits office. We have been provided with federal worksheets only, not the instruction booklets. If you need assistance or an instruction booklet, call the Internal Revenue Service toll-free: 1-800-852-5711.

Standards of Business Ethics and Conduct

“To our customers we will be attentive and strive to maximize the value, quality, and operability of General Dynamics products and services.”

This excerpt from the *General Dynamics Standards of Business Ethics and Conduct* handbook is to remind us of the moral and ethical standards by which we do business. If you have questions regarding business ethics and conduct, call the Ethics Hotline: Convair — 38120; Space Systems — 38367.

Convair Recognized for Involvement in Education

Convair's Community Relations department recently received a letter of gratitude from Gerald Rosander, superintendent – San Diego County Schools, thanking us for our support of local education. Referring to the State Academic Decathlon results and the publicity received through the *Union Tribune*, Rosander wrote:

“...I must thank you for the support that enabled the students to do this work. The Academic Decathlon and the *Tribune's* recognition would not have been possible were it not for the outstanding support you have provided. I see these (issues) as tangible evidence of your support, and hope you take the same pride in them as I do.”



Good Ideas Are Everyone's Business. Leslie Neff, Employee Suggestion analyst, presents an Employee Suggestion shirt to Dennis Gillett, Department 203, to recognize his selection as January's Suggester of the Month. Dennis earned \$7,269 for his idea to revise the data base system for updating weekly administrative charts. Each month, the *Weekly Log* will feature the suggester with the highest hard-dollar savings to Convair for that month. These Suggesters of the Month will be eligible for a grand prize drawing at the end of the year.

The Bulletin Board

The Employee Tool Stores Program has been extended to include Plant 19. The new store is located in building 2, first floor, between columns B-3 and B-4. The operating hours are from 9:30 a.m. to 6:00 p.m. on Tuesdays and Thursdays.

Call for Entries. The Space Systems Employee Suggestion poster contest starts today. Look for flyers containing all the details or call 77432 for additional information.

Congratulations

To the Atlas team for the successful launch of Atlas 6004-H from Vandenberg Air Force Base. This was the fourth successful flight of an Atlas H vehicle.

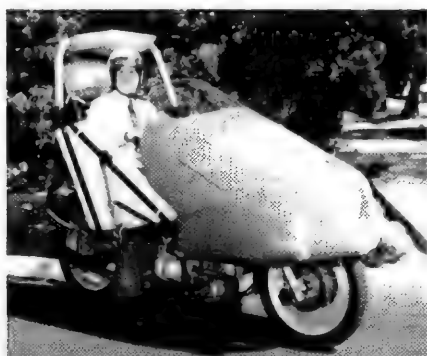
Transportation Department Now Smog Certified

Since January 1984, all of our automobiles had to be taken to outside service stations for smog certification. Through the efforts of three auto mechanics and their supervisor in the Transportation department, our own garage has been issued a state smog inspection license and has purchased an EPA analyzer. Now, our Transportation Garage can certify 100 vehicles a year in-plant, resulting in a cost savings to the company.

Reminders

If you change your telephone number or mail zone, please call Office Services at 73413, or complete and mail the perforated directory card you'll find in the back of the inplant phone directory. Prompt response will ensure your directory listing is up to date.

Also, to avoid delays in mail deliveries, make sure that you give business correspondents your complete address and mail zone.



Safercycle. In 1979, Tad Winiacki, a Space Systems engineering specialist in Department 877-0, launched a concerted effort to create a crash-safe motorcycle. The result was the safercycle. The cycle has an anti-somersault front end, a roll bar, and a restraining device — oh yes, it also has a door. Tad has patents on the safercycle and hopes someday to have it manufactured.

From the Health-Fitness Center

Ex-Smokers for Life. Free introductory meeting, Wednesday, February 19, 4:45 p.m., CRA executive conference room.

Attention. The Chemistry Blood Profile Screening scheduled for February 25 and 26 has been cancelled.

For more information, call 39921.

Employment

For the week ending February 7, Convair Division employment was 9,267; Space Systems Division employment was 2,784.



Certifying one of our vehicles are (from left) Jorge Naranjo, auto mechanic, Tom Schenk, auto mechanic, Allen White, Transportation supervisor, and Ron Money, auto mechanic.



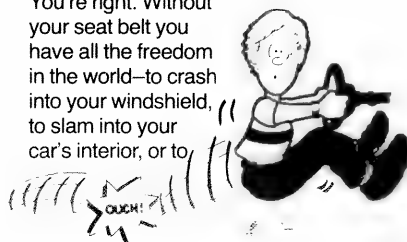
Service Award Breakfast. These employees were recently recognized by Convair General Manager John McSweeney for 35 and 45 years of service. (First row, from left) John McSweeney, Pete Rodriguez (35 years), Kitty Sacco (35), Ray Morales (35), John Lievens (35), Helen Oliver (35), Nae Sainz (45), Reggie Sanchez (45). (Second row) Bill Carter (35), John Zathan (35), Tony Asaro (35), Ray Raines (35), Rudy Molina (staff), Dale Poling (35), Karl Bruner (staff). (Third row) Ray Beuligmann (staff), Barney Arendt (35), Walter Rix (35), Edwin Smith (35), Ed Squires (staff), Art Veitch (staff), George Roos (staff).

Buckle Up!

What's Your Excuse?

SEAT BELTS RESTRICT MY FREEDOM OF MOVEMENT.

You're right. Without your seat belt you have all the freedom in the world—to crash into your windshield, to slam into your car's interior, or to



be thrown from your car and slide along the pavement. Freedom is great.

ASQC Annual Technical Conference to Be Held in San Diego

The 23rd annual technical conference of the American Society for Quality Control (ASQC) will be held in San Diego on Saturday, March 8. Convair's Dr. Gail Dimittroff, Quality Assurance specialist, will speak on the Quality-Quality Improvement program (Q-QIP) and Vern David, manager - Cruise Missile QA, will address the Integrated Product Assurance program.

For further information and registration details, call 75216.

CONVAIR

WEEKLY LOG

SPACE SYSTEMS

Published by General Dynamics Convair & Space Systems Divisions

DIS Interview Questions

Starting today, the Defense Investigative Service (DIS) will be conducting a follow-on audit to their last inspection. A portion of the audit will focus on interviewing cleared employees.

The following is an expanded list of interview questions now being asked of all levels of employees by DIS representatives during their inspection.

Prompt and factual responses to inquiries are essential. Special emphasis is anticipated during discussions with employees concerning document classification, marking and retention, the DoD reporting requirements, and the employee's need for a security clearance. All cleared employees should be prepared to answer the following types of questions.

CLEARANCES

- Do you have a DoD clearance? If so, what level? Any special access?
- Does your job require you to have this clearance?
- When were you last briefed on safeguarding procedures?
- What was the last date you had access to classified material? What level?

DOCUMENTS

- Are all documents you hold justified by an active contract, RFP, or special study approved by the DoD?

- When did you last generate classified material? Where was it typed? Do you have any working papers? What did you do with the waste? (See page 6 of the Security Handbook.)
- Are all classified documents recorded with Master Document Control (MDC)? If not, why not? (Page 6 of handbook.)

RECORDS (page 17 of handbook)

- Do you use a personal computer, displaywriter, or other word processors for classified work?
- Are required records on hand to verify each use of the equipment?
- Was the area and equipment approved by Industrial Security before initial use?

GENERAL

- When was your security container combination last changed? (Page 8 of handbook.)
- When did you last hand-carry classified material on a trip? (Page 12 of handbook.)
- Have you traveled abroad recently? (Pages 8 & 19 of handbook.)
- Have you attended any professional conferences where members of designated nations were present? (Pages 8 & 19 of handbook.)
- Have you ever received a security

- violation? Do you know anyone who did in the last couple of years?
- Do you have a copy of the company's security procedures?

REPORTS (Page 8 of handbook)

- What would you do if a subordinate evidenced adverse behavior?
- Are you aware of your responsibility to immediately report:
 - Loss, compromise, or suspected compromise of classified information?
 - Planned attendance at meetings where representatives of designated countries may be present?
 - Planned foreign travel to or through designated countries?
 - Unusual conduct, sudden affluence, excessive use of intoxicants, or use of illegal drugs by any individual involved with classified programs?

You'll find the answers to these questions in your Security Handbook, now available at all plant entrances, or in the Division Security Manual, available through Industrial Security. If you still are unsure of the correct answer to any of the questions, discuss them with your supervisor. Industrial Security, 39535, is also available to provide additional information on these subjects or any other DoD security matters.

FY86 GLCM-Unique Production Contract Awarded

On February 19, the U.S. government announced the award of a \$124 million Ground Launched Cruise Missile (GLCM) contract to Convair. Included in the award is the FY86 GLCM-Unique Production contract for 30 TELs and 16 LCCs.

Congratulations to the Tomahawk Team for receiving another vote of confidence from our customer.

Avionics Engineers Respond to Challenge

For over a year now, Nghia Lam, a senior engineer in Processing Technology, and Andy Pruitt, a senior engineer in Systems Pre-design & Guidance Technology, have been meeting the challenge to design, build, and test a laser radar imaging sys-

tem for advancing cruise missile guidance systems.

This new system has successfully demonstrated the ability to project range profiles of objects that otherwise could not be detected by conventional sensor systems. The knowledge gained through the work of Lam and Pruitt is instrumental to the development of new and improved sensor technology for cruise missile guidance.



Andy Pruitt, left, and Nghia Lam conduct a test in the Laser Radar Imaging Test Lab.

"A quality product is not a goal, it is the minimum requirement."

— John Tsirimokos, Department 614

Space Systems Establishes Information Centers

In the coming weeks, information centers for Space Systems Division will be in place throughout our facilities to keep employees informed of official notices and issues of interest. These bulletin boards will also contain such useful information as the Salaried Position Announcements for Career Enhancement (SPACE) bulletin — a biweekly publication that lists current position openings, providing a vehicle for employees to pursue personal career goals throughout the division.

For information about the center locations or to learn more about the SPACE bulletin, call Space Systems Professional Staffing, 77390.

Structural Analysis Group Performs Critical Tests

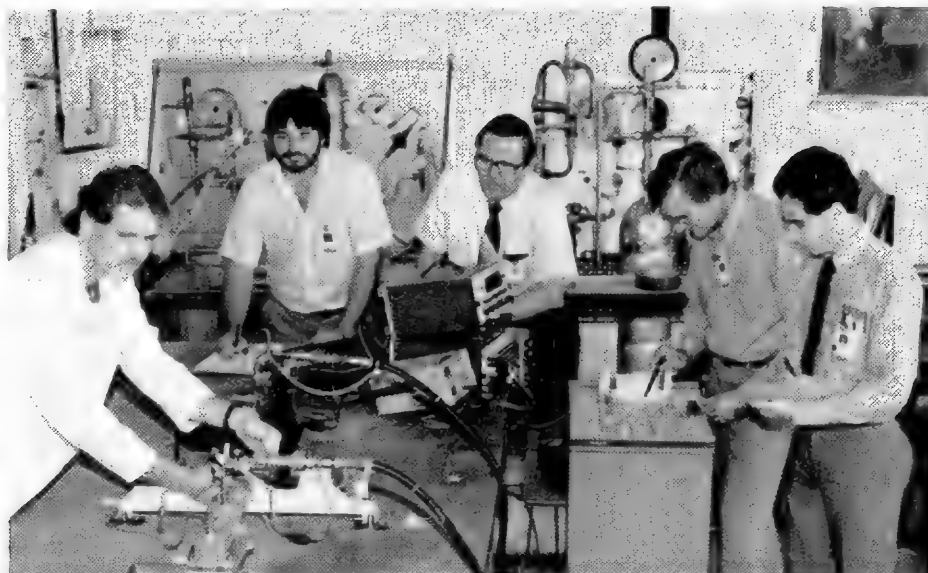
A key function within Space Systems Research & Engineering is the Upper Stage Structural Analysis group, Department 883. This group is tasked with the responsibility of testing structures to ensure that failure strength and fatigue capacities meet critical load requirements.

Weight is a major factor for aerospace applications, and the Structural Analysis technicians and engineers must determine that the designed lightweight materials meet the necessary standards for mission assurance. Their efforts play an integral role in the continued success of Space Systems Division's products and programs.

January Retirees

Thanks and best wishes for a happy retirement to these employees who retired in January:

Name (Classification)	Years of Service
Arlene E. Barnhard Fabrication Inspector	27
David L. Benne Sr. Engineer	27
William D. Bennett Sr. Estimator	24
John S. Blackmore Environmental Control Tech	18
Robert W. Brand, Sr. Sr. Tool Designer	5
Max A. Brown Mfg. Data Systems Analyst	7
Paul A. Canegaly Project Engineer	29
Antonio R. Carvajal Overarm Operator	31
James F. Counts Sr. Launch Services Tech	35
Guadalupe N. Estrada Aircraft Assembler	18
Jack F. Farris Sr. Launch Services Tech	23
John A. Fielder Ops Supervisor-Plant Services	32
Mary E. Harrison Secretary	26
Robert P. Hinton Sr. Logistics Specialist	29
Bjorn K. Hofstad Sr. QA Engineer	8
Dolores Hostetler Group Leader	26
John F. Kelly Sr. Financial Analyst	27
Robert D. Kesler Engineering Specialist	33
Hilary J. Kollars Sr. NC Engineer	23
Geraldine S. Lewis Tool Service Processor	17



Conducting a fluids support beam test for the Centaur Integrated Support Structure (CISS) are, from left, Kevin Kellenzer, engineering test technician, Matt Ostermeier, structural engineer, Hilly Prentice, engineering specialist, Max Steele, engineering specialist, and Mark Gehringer, test engineer.

Robert E. Loker Sr. Engineering Writer	2
David R. Lukens Engineering Specialist	31
Rudolf Meyer Tool & Die Maker	13
John W. Miller Financial Specialist	30
Kenneth F. Minegar Group Leader	30
Russell S. Morton Engineering Specialist	4
James A. Murguia Barber	27
John L. Neill Engineering Writer	12
Stanley C. Nelson Group Leader	44
James W. Paul Engineering Specialist	13
Clarence J. Reich Group Leader	28
John D. Rhamy Engineering Specialist	31
Emmett D. Robertson NC Lathe Machinist	32
Norman J. Rutherford Manager - Art & Editorial	31
Vernon C. Ryser Mfg. Development Tech	25
Utah C. Sammons Sr. Loft Developer	31
Reginald Sanchez, Jr. Manager - Quality Control	45
Stephen J. Scharaschan Admin. Financial Analysis	8
Kenneth E. Secor Jig Borer Machinist	26
A. Lee Snyder Engineering Specialist	36

Robert L. Stanberry QA Specialist	45
Raymond Stapp Jig & Fixture Builder	25
Worley B. Swindall, Jr. Ops General Supervisor	35
Reginald E. Wells Maintenance Mechanic	35
Maurice D. Wolfe Engineering Specialist	38

Celebrate 10 Years of Participation

Convair, Space Systems & DSD-Western Center Blood Drive March 24-28

'Life Saver's Club' T-shirts will be given to all donors
Reservation details next week

Improve Your Public Speaking and Presentation Skills. Convair Toastmasters meet every Wednesday evening from 5:00 to 7:00 p.m. at CRA room C. If you are interested, call Pat O'Hearn at 63118 or Bill Baer at 75136.

The *Weekly Log* is published by Human Resources for employees of General Dynamics Convair and Space Systems Divisions. If you have stories of interest, please call Cal Samuels, 39955, or send them to MZ 11-1330.

Employment

For the week ending February 21, Convair Division employment was 9,221; Space Systems Division employment was 2,797.

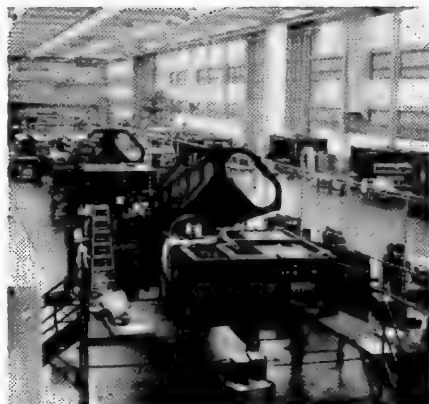
Published by General Dynamics Convair & Space Systems Divisions

FY86 AUR Production Contract Awarded

The long-awaited FY86 All-Up-Round (AUR) production contract was awarded Convair on February 28. Under the Dual-Source program's competitive ground rules, Convair won the maximum number of AURs, 206, representing 60% of the total FY86 procurement. The contract award amount was \$201.7 million.

Congratulations to the many Tomahawk Team members who played a role in this contract award.

GLCM-Unique Program on Schedule



'TEL/LCC Country' in Plant 19 building 3.

Last October, Convair made a commitment to the U.S. Air Force that the TEL and LCC delivery program would be on schedule by the end of February 1986. Through the concerted efforts of the various departmental team members, we fulfilled that commitment by delivering four TELs and three LCCs during February. Five of these units completed the DD250 process during the last week of the month.

Congratulations to the GLCM Team for delivering quality products on time.

"Classified material is black and white and NOT read all over."

— Lee Valentine, Public Affairs

Time Card Questions and Answers

Increased attention toward labor recording is evident throughout Convair and Space Systems Divisions. An excellent example is Operations' performance on floor check audits. Two hundred twenty-two floor checks were conducted in Operations de-

partments in January with only one discrepancy noted. Congratulations on a fine effort.

Question: *Labor Accounting Manual (LAM) 3-1-1 states that time cards must be kept in employees' possession and available for review and floor check audits at all times. What does this mean?*

Answer: Keeping the time card in your possession means that it is available for you to keep current at all times. While at your work station, you should keep the time card visible and available for review. If you step away from the work area and will not change tasks while you are away, the time card may be left at your work station. If you will change tasks while you are away from the area, take the time card with you so it can be kept current.

The San Diego Symphony Needs Our Help

The San Diego Symphony is facing bankruptcy with a deficit of \$2 million. Employees can show support of this 75-year-old performing arts group by contributing through the General Dynamics Matching Gifts program. To take advantage of this program, just include the Matching Gifts form with your contribution of \$25 or more (up to \$5,000). Forms are available through Educational Services, 39558, or Community Relations, 39936.

The San Diego Symphony needs our help.

Convair Recognizes Special Needs

When the Senate Special Committee on Aging testified to the U.S. Senate in February 1985, Convair was recognized for its progressive policy of accommodating the unique needs of older workers. As a result of this recognition, Bobbie Alex, R.N., supervisor - Medical Services, was invited to participate in a recent two-day conference at the National Academy of Sciences in Washington, D.C.

Bobbie was asked to present a paper on "Aging Workers and Visual Impairment." The subject is part of Convair's preplacement screening exam and physical placement program that ensures employees are assigned or reassigned to job classifications where they can perform to their optimum ability. Through a system of coding visual impairments, the company can maintain a veteran work force that contributes valuable expertise to the success of

our division, while meeting individual and community employment needs.

Predominately consisting of medical researchers, the conference attendees were astonished that a company the size of Convair was so interested in the needs of its individual employees. "I have always been proud to work at Convair," Alex said, "but the conferees' response to our program made me feel even more proud."



Bobbie Alex stated in her paper, "A caring management, as proven at Convair, ensures high employee morale, which ensures business success."

Security Tip

Industrial Security asks that all cleared employees properly mark classified documents, working papers, rough drafts, notes, and art work.

- Appropriate Top Secret, Secret, Confidential, or Unclassified markings must be annotated in bold letters on the top and bottom of each page of classified material at the time it is composed.
- Do not place unclassified notes in classified documents unless they are clearly marked Unclassified.

These markings are required by the Department of Defense to inform the holder that the material must be protected against unauthorized disclosure. Supervisors and departmental security representatives are asked to inspect classified holdings and check that all working papers are properly marked. This is an area that requires continuous supervision to ensure compliance with DoD security criteria.

Make Your Reservation Today for the Blood Drive

Did you know?

- We are celebrating 10 years of participation in the blood drive.
- The San Diego Blood Bank is the only source for all 30 San Diego County hospitals.
- Donations of 300 pints a day are required to meet the community's needs.
- General Dynamics is the largest private contributor in San Diego County.
- There is never a charge for the use of blood units for General Dynamics employees or dependent family members.

Call today to reserve a time to donate blood during the Convair, Space Systems, and DSD-Western Center combined blood drive. Each donor will receive a 'Life Saver's Club' T-shirt.

Kearny Mesa — March 24 & 25

8:00 a.m. to 1:00 p.m.
Call 73820 for reservations.

Lindbergh Field — March 26 & 27

8:00 a.m. to 1:00 p.m.
Call 28244 for reservations.

Plant 19 — March 28

8:00 a.m. to 4:45 p.m.
Call 28244 for reservations.

Sycamore Canyon — March 24

8:00 a.m. to 1:00 p.m.
Call 57134 for reservations.

Call for Entries

The Space Systems Division Employee Suggestion group says that their phones are ringing off the hook with calls from employees concerning the ES poster and theme contest, which began February 19 and ends March 17. The contest committee has opened contest eligibility from strictly Space Systems employees to employees who are currently working on Space Systems products or whose jobs are in direct support of Space Systems Division. See the special Call for Entries flyer or call Susanna Bruno, 77427, for details.

Configuration Management Course Offered

A course is being made available for people who would like to understand our engineering and configuration management systems. This course covers a variety of topics related to engineering operations at the Convair and Space Systems Divisions. Topics include specifications and draw-



Quality Awareness Winners Announced. The winners for February's drawing in the Shuttle/Centaur Quality Awareness program are (from left, seated) Jack Armstrong, Department 231, Nanette Ivey, Department 792, and Sylvia Loyd, Department 840. (Standing) Dennis Bartlett, Space Systems Division Motivational Programs coordinator, Myles Hubers, Department 810, Roy Bennett, staff, and Ray Moreno, Sr., Department 792. Brian Randolph, Department 282, was not available for the photo.

ings, the design process, PADR and release, change control, configuration status reporting (SCORE), supplier controls, stop and lift orders, and computer software configuration management. Parts engineering, interface control, and value engineering are also discussed in the course.

The course will be given in two-hour increments over seven consecutive working days from March 25 to April 2. Attendees may be from any department, with their supervisors' recommendation. To register for the course, call Tom Samaras, 39412, or Robin Feenstra, 39998.



"The safety engineer says safety glasses and ear plugs are sufficient here."

Not sure what personal safety gear is required for your job? Your safety engineer can help. Make contact — call 75192.

For Space Systems Employees

Space Systems employee tuition reimbursement forms, grades for completed courses, seminar requests, and scholastic part-time or irregular 40-hour shift requests forms should be submitted to Training and Development, MZ C1-7143. If you have questions regarding the Tuition Reimbursement program, please call Leanne Foley at 77455.

Health-Fitness Center

Open House Week at the Health-Fitness Center. March 10 to 14. All General Dynamics employees are welcome to visit our renovated facility.

Health Fair. Wednesday, March 12, from 11:00 a.m. to 1:00 p.m. in the CRA auditorium. Speak with health specialists and have your vision and hearing checked at no cost.

The *Weekly Log* is published by Human Resources for employees of General Dynamics Convair and Space Systems Divisions. If you have stories of interest, please call Cal Samuels, 39955, or send them to MZ 11-1330.

Employment

For the week ending February 28, Convair Division employment was 9,197; Space Systems Division employment was 2,783.

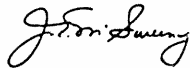
Published by General Dynamics Convair & Space Systems Divisions

The Defense Investigative Service has informed us that our industrial security system has been reinstated to a satisfactory rating.

I want to thank all of the Convair, Space Systems, and DSD-Western Center employees for their conscientious efforts and complete dedication, which contributed to attaining this satisfactory condition. My staff and I extend a special thanks to the hundreds of people who willingly worked extended days and on weekends for special assignments and audits.

We all are greatly relieved to receive this good news. We still have a lot of hard work ahead of us in order to stay in this status, with planned improvements in security training and document control. I urge each employee not to let up between now and the next regularly scheduled inspection. Only through your commitment to greater security awareness and by following proper security procedures will we continue to meet our vital security requirements.

Again, thank you for your valuable support and teamwork.



John E. McSweeney
Vice President and General Manager
Convair Division

New Classified Document Control System Being Established

The Industrial Security department is converting all classified document information into a new Classified Document Accountability System. This new computerized system provides a better means of checks and balances by creating rapid and accurate traceability and retrievability of all classified documents. It will also provide a quarterly listing to each individual who possesses a classified document so that each document can be verified and accounted for.

The former method of assigning Security Log Numbers (SLNs) to classified documents is being replaced by a numerical sequence system, and Master Document Control stations now issue "Classified Material Transmittal and Record Receipt" forms to document transmittal actions and provide receipts for traceability/accountability.

To implement this system, Security Action Teams have been established to facilitate the input of all accountable Secret and Confidential documents. Individuals and departments will be notified of the time and place for reviewing and renumbering classified holdings. At the appointed time, employees will bring accountable documents (including working papers) to the designated station for re-

numbering and input into the new system. In the case of off-site facilities, such as Century Park, or when an individual possesses too many documents to take to a work station, the security team will establish a station in your area.

With the volume of classified documents in our control, the exercise of patience and cooperation by employees and departments will make the transition go smoothly.

First Submarine Vertical Launch Completed

On February 28, an inert test vehicle (ITV) was successfully launched from a 688-class fast attack submarine, the USS *Pittsburgh* (SSN 720), off the East Coast of the continental United States. The ITV was launched from an Electric Boat Division-designed vertical launch tube and a Westinghouse capsule launching system. The vehicle was recovered and all major objectives were accomplished.

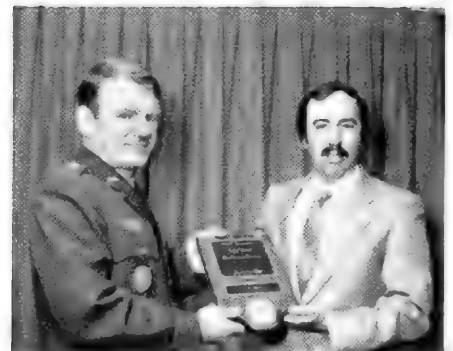
This launch was the first in a series of contractor tests of the Tomahawk Vertical Launch System (VLS) from a moving-submarine platform, marking a major milestone for Convair's VLS program. When fully implemented, this system will significantly increase the 688-class submarine's missile capability.

In a message to Convair's DCASPRO, Rear Admiral Hostettler stated, "This major milestone was the result of the dedi-

cated and professional team of SSN 720 personnel and of combined Navy and contractor support personnel . . . Bravo Zulu for a job well done."

Congratulations to Mark Levesque, Convair test conductor from department 662, and his test team for a successful launch.

Safety Engineer Recognized by Air Force



WSMC Vice Commander Lt. Col. John Angell, Jr., U.S. Air Force, presents the safety award to George Lacombe.

In a recent ceremony at Vandenberg Air Force Base, George Lacombe, a senior safety engineer with Space Systems Division, was awarded the Western Space and Missile Center (WSMC) Commander's Safety Award. Lacombe was honored for his work with safety responsibilities at Space Launch Complex 3 and associated off-complex facilities. He was the primary safety advisor to the General Dynamics launch director for two successful Atlas space vehicle missions.

Chuck Harter, Space Systems Western Test Range base manager, said that Lacombe's overall professional capabilities and total dedication to the safety profession have contributed significantly to the success of the Atlas Mishap Prevention program.

Convair Hosts Aircraft Conference

The seventh Convair-sponsored Twin-engine Operators Conference was held March 5-6 at the Viscount Hotel, Harbor Island. The meeting, hosted by Bill Bullcock and the Aircraft Logistics Support department, was attended by 109 people representing 20 airlines, 22 operators, the Air National Guard, the U.S. Navy, and 19

manufacturers or suppliers. Technical, maintenance, and structural problems were discussed.

About 375 Convair twin-engine aircraft are still in operation throughout the world. In addition to the United States, the aircraft are operated in Canada, South America, Norway, and Southwest Africa. The fleet is comprised of the original 240/340/440 versions, the 600/640 turboprop conversions with Rolls-Royce engines, and the Model 580 conversion equipped with engines manufactured by the Allison Gas Turbine Division of General Motors Corporation.

All indications lead to the conclusion that the twins and their turboprop conversions will fly the skies for many years to come. To this end, Convair has pledged to maintain its technical and material support.

"Quality is your personal signature of excellence." — Vince Franano, Department 840.

Applied Technology at Its Best

Using a computer-aided engineering system (CAE), Mike Wrape and Ed Beers, senior engineers in the Advanced Processing Technology department, designed and tested the first very-large-scale integrated

(VLSI) microchips to be developed and used at Convair.

Through their efforts on an IRAD project to improve cruise missile guidance systems, Ed designed a microchip to be used in a totally-reconfigurable embedded computer (TREC), and Mike designed his microchip for test equipment use with the TREC.

These microchips replace multiple circuits, use less power, reduce weight, and are smaller, more economical, and more reliable. The CAE techniques used in developing these microchips have been documented as a handbook for other engineering design groups.



While Mike Wrape displays the microchips, Ed Beers calls up the design on the CAE workstation.



Space Systems Program Managers' Seminar Held. Hosted by Dr. Alan Lovelace, vice president and general manager, and conducted by his staff members, the Space Systems Division held its first Program Managers' seminar in February. An abbreviated version of our corporate program, this two-and-a-half-day session focused on a broad overview of the role and responsibilities of the program manager. The participants were (from left, front row) Paul Rizzo, Kris Leisner, Tom Lavedas, Bill Ketchum, John Porter, Kenton Whitehead, Mike Felix, Bill Kittle, Pat Bergin, Jerry Brown, Denis Powell. (Back row) Andy Keller, Jerry Huston, Otto Steinbronn, Ed Bock, Alan Schuler, John Kring, Bob Risley, Joan Sherley, Bob Johnson, Walt Whatley, Ward Mabie, Jim Green, Steve Saiget, Jack Dyer, and Gary Chapel. Sue Gillingham, Greg Fitzgibbon, Smokey Stover, and Ed Kleidon were not available for the photo.

Still Time for Blood Donors to Sign Up

Convair, Space Systems, and DSD – Western Center employees can still make an appointment to donate blood next week. Active employee participation makes it possible to provide replacement services to all employees and their eligible dependents while providing a community service as well.

"Life Saver's Club" T-shirts will be given to all donors. Call now to make an appointment.

Kearny Mesa — March 24 & 25

8:00 a.m. to 1:00 p.m.

Call 73820 for reservations.

Lindbergh Field — March 26 & 27

8:00 a.m. to 1:00 p.m.

Call 28244 for reservations.

Plant 19 — March 28

8:00 a.m. to 4:45 p.m.

Call 28244 for reservations.

Sycamore Canyon — March 24

8:00 a.m. to 1:00 p.m.

Call 57134 for reservations.

Please Help Us Help You

If you are applying for a loan, your lender must verify your employment with General Dynamics. To help expedite the processing of your loan, it is important to have your lender include the following information with each verification request.

- Your name and signature on the release authorization
- Your division
- Your employee number and department number

Requests without this information may delay your loan process.

Bulletin Board

Time Card Training Reminder. All time card training for Convair and Space Systems Divisions must be completed by March 31.

Thanks for Your Support. The Community Relations department renders a special thanks for the tremendous response that our employees demonstrated in supporting the San Diego Symphony through the Matching Gifts program.

Employment

For the week ending March 7, Convair Division employment was 9,180; Space Systems Division employment was 2,785.

Published by General Dynamics Convair & Space Systems Divisions

Government Certifies Printed Circuit Board Lab

To meet NASA and Air Force contractual requirements for Shuttle/Centaur ground support equipment and avionics black boxes, the Avionics Development Laboratories-Printed Circuit Board Lab had to be certified to MIL-P-55110 specifications. After more than a year of overcoming obstacles and changing process and inspection techniques, Department 874-0 was officially certified on March 10 and placed on the government's qualified parts list for single, double, and multilayer printed wire boards.

Less than one quarter of the nation's circuit board labs are certified; thus the Space Systems lab's new status is a commendable achievement. Lab supervisor Bob Kish said, "No one person can take credit. Everyone on the team made it happen."

Recognition for Blood Drives



Present at the awards ceremony were (from left) John McSweeney, vice president and general manager - Convair Division, Debbie Syverson, San Diego Blood Bank, Bobbie Alex, supervisor - Medical Services, Dr. Alan Lovelace, vice president and general manager - Space Systems Division, and Paul Cofoni, division vice president and Western Center director.

The San Diego Blood Bank recently recognized Convair, Space Systems, and Data Systems Division-Western Center for ten years of dedicated community service through regular blood drives. Our divisions have been the county's largest single contributor to the blood bank, with 10,000 units donated over the past decade.

A transfusion is needed every seven minutes in the county, and our semi-annual blood drives have helped to supply the county's 28 civilian hospitals with much-needed units.



Displaying some of their lab products are (from left, seated) Phyllis Foland, Harold Hampton, Celia Contreras, Kristine Casteneda, and Maria Allen. (Standing) Paul Wittmann, Bob Marx, Darwin Wilson, Chester Howard, Richard Gunnarson, and Bob Kish. Dan Bertin, Lori Sones, Tim Stein, and Ken Klein were unavailable for the photo.

Blood Drive Begins Today

Remember Your Appointment

March 24 & 25

Kearny Mesa Fire Station

8:00 a.m. to 1:00 p.m.

Call 73820

March 26 & 27

Lindbergh Field Fire Station

8:00 a.m. to 1:00 p.m.

Call 28244

March 28

Plant 19 Mobile Unit

(Outside bldg. 4 First Aid Station)

8:00 a.m. to 4:45 p.m.

Call 28244

March 24

Sycamore Canyon Mobile Unit

8:00 a.m. to 1:00 p.m.

Call 57134

Pick up your new "Life Saver's Club" T-shirt when you donate.

McSweeney Accepts TeamWalk Challenge

Each year, the March of Dimes hosts WalkAmerica/TeamWalk to raise funds to prevent birth defects. Companies participate in the TeamWalk by having individual employees solicit sponsors for cash contri-

butions on a per-kilometer-walked basis. The event is not a contest to determine who can walk the farthest or fastest, but rather a fun event to raise funds for a worthwhile cause.

Knowing that Convair would be participating in this year's TeamWalk, Joseph Bear, division manager of Hughes Aircraft Company, formally challenged General Manager John McSweeney and Convair Division to a friendly side competition in two categories: total amount of contributions and total number of walkers. McSweeney not only accepted the challenge, but responded with a third challenge: contributions raised per walker.

Let's show our company spirit and community involvement by forming one of the largest teams ever to participate in the San Diego TeamWalk. The first 400 people to turn in completed sponsor sheets will receive a "Convair March of Dimes TeamWalk" T-shirt. Friends and family members are welcome to participate in the event scheduled for Sunday, April 27.

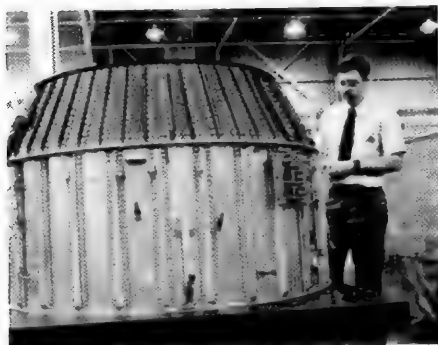
Over the next five weeks, the *Weekly Log* will publish more details on Walk America/TeamWalk. Call 39921 or 39955 for information or sponsor sheets.



FLTSATCOM Payload Adapters Pass the Test

The Atlas/Centaur program recently conducted a match/mate compatibility test on newly designed FLTSATCOM (FSC) payload adapters for A/C-66, which is scheduled to fly this May. Along with NASA and the Air Force, Space Systems and TRW employees successfully mated the "F-6" FSC spacecraft mission-peculiar payload adapters to check mechanical and electrical connections.

Jim Kelly, Space Systems Production Engineering, coordinated the tooling requirements and Jim Burkhardt, Atlas/Centaur Systems Engineering, coordinated the engineering efforts needed to conduct the test. To meet interface parameters, Burt Sherwood, Atlas/Centaur mission manager, interfaced with TRW engineers and technicians on the requirements.



Dan Smith, Department 869-0, checks connectors during the Atlas/Centaur adapter mating compatibility test.

February Retirees

Thanks and best wishes for a happy retirement to these employees who retired in February:

Name (Classification)	Years of Service
R.B. Barron, Jr. Mechanical Support Fab	9
Ignacio Bracamontes A/C Assembler	42
William J. Brunnhoelzl Engineering Test Tech	26
Thomas H. Buckley Engineering Chief	34
Herbert E. Buehner Design Drafter	38
Chesney J. Bush Engineering Specialist	25
Vesper Caldwell Engineering Release Analyst	33
Amos H. Cowart Launch Services Inspector	29
Lawrence Elmstrom Ops General Supervisor	32
Albert L. Fifield Tool & Die Maker	7
J.C. Frazier Automotive Mechanic	29
Bill Goodwin Mechanical Support Fab	28
Roland I. Hagar Software Design Specialist	29
William C. Hansen Engineering Specialist	28
Harvey C. Hetrick Engineering Test Tech	39

William H. Hilgers Group Leader	26
Kim Hong Design Drafter	38
Cecil E. Hultz Saw Operator	44
Obie F. Kennann Tooling Inspector	35
Mauro M. Lopez A/C Assembler	45
Aldeen E. Morrell Production Audit Analyst	33
Albert Mortiz Configuration Mgmt Analyst	1
Lloyd E. Munson OMF Program Manager	43
Eddie P. Newman, Sr. Group Leader	33
Lavern E. Ottem Program Manager	45
Robert C. Packer Group Engineer	33
Lloyd L. Ripley Operations Supervisor	45
Raymond W. Stoker Engineering Chief	32
Maurice L. Streiff Engineering Specialist	42
Paul C. Tubach Federal Item I.D. Analyst	33
Violet M. Vallieres Engineering Electronic Tech	10
John Bruce Young Engineering Specialist	30

SSIP — December 1985

Here is the cumulative annual rate of return on the Savings and Stock Investment Plan from December 31, 1984, to December 31, 1985.

	Salaried	Hourly
Fixed Income	12.3%	12.3%
Diversified Portfolio	35.6%	35.4%
Government Bonds	15.3%	15.4%

GD Closing Stock Prices

As of December 31, 1984	\$69.50
As of December 31, 1985	\$68.75

Electric Cart Operators Qualification Program

All electric cart operators must be trained and pass an annual examination on safety rules, traffic regulations, and other related operational areas. Qualification training packages are available in Safety offices. Supervisors must qualify and test all electric cart operators no later than May 1. For information, call 75192.

Employment

For the week ending March 14, Convair Division employment was 9,161, Space Systems Division employment was 2,793.



Convair Avionics Technicians Excel. These Convair employees received a group EXCEL award for fabricating a Common Missile Assembly Test Set - Land-Attack Guidance Set (CMATS-LAGS) a week ahead of their own schedule and five months less than the actual budgeted time. From left are John Njaa, chief - Avionics Development Lab, Dawn Fassell, Dee Dee Adams, Deborah Monroe, Betty Hall, Juliana Macias, Eunice Briggs, Carol Cross, Patricia Stevens, Jan Verkaaik, Lita Carey, Bea Tankersley, and Bill Weston, manager - Avionics Test Equipment. Unavailable for the photo were Don Bork, Theresa Estrada, Dick Gout, and Roy Keeler. Congratulations to the recipients.

Published by General Dynamics Convair & Space Systems Divisions

Air Force Praises MOB Participation

Convair's General Manager John McSweeney recently received a letter of gratitude from Colonel David Reed, USAF, for our support of the 485th Tactical Missile Wing at Main Operating Base (MOB) 3 in Belgium.

The letter read in part, "The Air Force Association honored the wing as best in USAF for use of human resources in 1985 with the first annual Vern Orr Award. Your people were a part of that effort. Just thought I'd let you know we appreciate it."

Congratulations to the Integrated Logistic Support team that was responsible for this recognition through dedication and a commitment to excellence.

Automated Data Collection Plan Under Way



Eddie Abate, manager - Industrial Accounting, (left), Don Felts - Industrial Accounting, and Don Tiedmond - Operations general supervisor, look on as Liz Zambal - identifier, demonstrates the new labor input terminal.

The Convair/Space Systems Labor and Attendance System (CLAS) project recently began to automate attendance reporting and improve labor recording methods by installing 20 new terminals in Department 001 at Lindbergh Field's building 1. These terminals will be used for on-line and factory-automated support system (FASS) entries. In addition, automated attendance terminals will be installed to replace the existing punch-in time clocks at all facilities.

In conjunction with the new computer hardware, new software capabilities will be implemented to automate attendance

tracking, reduce labor suspense, and save time in collection efforts.

CLAS is the first project under the Automated Data Collection (ADC) plan for Convair and Space Systems. When the hundreds of terminals are fully installed and operational — projected for the end of 1986 — the ADC system will improve data integrity and increase productivity.

Savings Bond Award For Convair and Space Systems



Julie Andrews presents the U.S. Savings Bond National Honor Roll award to Convair General Manager John McSweeney (left) and Augie Daddi, division vice president - Human Resources.

At a recent Savings Bond Leadership Conference in Washington, D.C., Convair and Space Systems Divisions received a National Honor Roll award for outstanding participation in the 1985 U.S. savings bond campaign. Presented to select companies nationwide by Kathryn Ortega, Secretary of the Treasury, the Convair/Space Systems award was accepted by Julie Andrews, Convair Human Resources. Convair and Space Systems employees supported the 1985 campaign with 95% participation, which placed the divisions among the top ten nationwide.

Convair Employee Thwarts Robbery Attempt

Last week, a Convair employee observed an individual removing saddle bags from a motorcycle in the Kearny Mesa parking lot. The employee called Industrial Security. In turn, Plant Protection officers located and apprehended the suspect, who had moved to another

area of the parking lot and was surveying other cars. Local authorities were notified, and the man was arrested.

This is a fine example of the teamwork required to make an effective plant security system work. Our Plant Protection officers do an excellent job, but because our facilities span such a wide area, it is impossible for them to be everywhere at once.

If we all follow the example set by this conscientious employee, our company and personal property will continue to be protected and secure.

To report suspected problems, call the emergency control center at 73100 or 73820.

Take Time for Time Cards

A revision to Labor Accounting Manual (LAM) 3-1-1 with policy clarifications and some minor policy changes will be distributed in the near future. Labor Accounting will continue to publish questions and answers in the *Weekly Log* to remind everyone on correct procedures, but the LAM is the final authority for labor recording procedures.

Question: Given the policies outlined in the *Labor Accounting Manual*, what is the mistake most often made on time cards?

Answer: The most common mistake is that corrections are not explained on the back of the card. The Labor Accounting Manual outlines the procedure for making corrections as follows. Draw a single line in black ink through the entry to be corrected, initial the lined-out entry, and write the correcting entry below on a new line. Write an explanation on the back of the time card and sign the explanation with your full signature. Then, you must get your supervisor's initials on the lined-out entry and full signature under the explanation on the back of the time card. Get your supervisor's initials and signature as soon as possible after the correction is made. Missing signatures and initials will not be considered a discrepancy until the TDC is turned in at the end of the week.

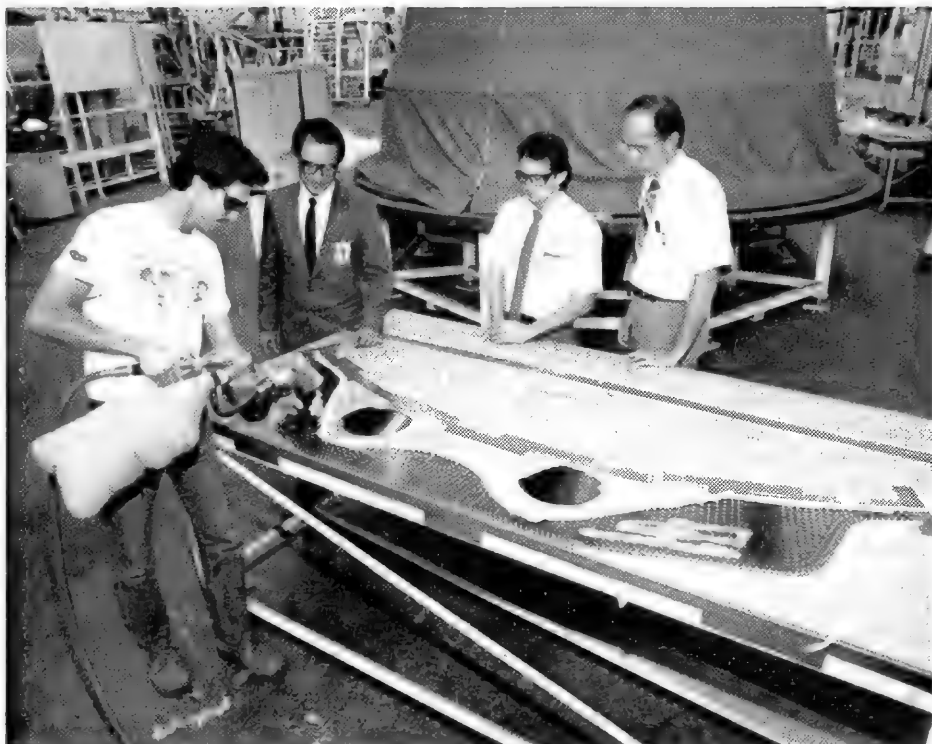
If you have questions about time cards, send them to Labor Accounting, MZ 84-1930.

Productivity Improvement at Space Systems Division

A newly implemented productivity project within Space Systems Division has produced \$300,000 in cost savings. Previously, marking resistance spot weld patterns for launch vehicle assembly — Atlas, Atlas/Centaur, and Shuttle/Centaur — was a manual task. The procedure was to mark the thousands of places where spot welds were to be placed individually.

This costly and time-consuming practice has been replaced by a more efficient process that incorporates tiny glass beads. The new system, developed within the weld and braze engineering section of Manufacturing Technology, consists of a high-pressure nozzle and a vacuum system to reclaim the glass beads after they strike the work piece. These pressure-driven beads mark, or etch, the tank within the marking template to show the operator where to place the spot weld.

Congratulations to the Manufacturing Technology team for another innovative productivity improvement project.



From left, Bill McClurg — production mechanic, uses the glass bead process to mark a Shuttle/Centaur transition skin doubler, while Bill Roden — Manufacturing Technology development engineer, Chuck Stroud — Operations supervisor, and Rick Gibb — Operations general supervisor, all members of the development team, observe the operation. This task took three minutes to complete, as opposed to one hour using the old marking technique.



Another Successful Blood Drive. In a cake-cutting ceremony held last week in the Kearny Mesa fire station, the San Diego Blood Bank recognized our divisions for ten years of service through on-site blood drives. Participating in the ceremony were (from left) Jim English — Department 038, Marion Campbell — Medical Services, Francine Dobbin — San Diego Blood Bank, Jennie Barlow — Department 138, and Lew Day — Department 351. Special thanks go to all who donated during the blood drive.

Quality Quote

"I must do something" will always solve more problems than "Something must be done."

— Marty Martins, Department 877-0

White Elephant Sale

The Convair Toastmasters Club is hosting a White Elephant sale at the CRA clubhouse on Wednesday, April 2, from 5:00 to 7:00 p.m.

For Space Systems People

Effective immediately, all Space Systems Division forms will be processed through Space Systems Division Forms Management. You can pick up form orders and form questionnaires from Engineering Supplies or Commercial Stores.

For information, contact Debbi Broyles, 77436.



"Step Out"
Join March of Dimes
WalkAmerica.

On April 27, hundreds of Convair employees, families, and friends will be walking as a team for the annual March of Dimes WalkAmerica/TeamWalk. This event is the March of Dimes' largest fundraiser — a 32-kilometer walk (or any distance up to 32 kilometers) for pledges to raise money to benefit the fight against birth defects. Pledge money is accrued on a per-mile-walked basis. Convair TeamWalk T-shirts will

be given to the first 400 walkers who join our team. Sponsor sheets may be obtained at the following locations:

- Kearny Mesa — CRA Health-Fitness Center, cafeteria, Community Relations (building 1, first floor).
- Lindbergh Field — Employee Benefits office, cafeteria.
- Plant 19 — Entrance gates.

A Special Event — On Thursday, April 3, Erin Faralan, the 1986 March of Dimes poster child, will be visiting our facility. Let's give her a warm welcome.

Operations Supervisors Complete Training



Ken Lake (right) presents an Operations Supervisor Training course diploma to Johnny Tyler, supervisor — Office Services, while Dick Neal — Operations Administration, assists.

Graduation ceremonies for the second phase of the Operations Supervisor Training program were held March 7 at the Town & Country Hotel. The class was made up of 155 Operations supervisors — first-line to managers — representing all functional areas within the department.

After a welcome by host Ken Lake, division vice president — Operations Services Center, Dr. Alan Lovelace, vice president and general manager — Space Systems Division, and John McSweeney, vice president and general manager — Convair Division, addressed the graduates. They cited the importance of the supervisor's role in meeting the goals and increasingly complex requirements of our divisions.

As a gesture of appreciation, the graduates presented honorary diplomas to Ken Lake and Joe Stelmah, director — Operations Administration.

NMA

Space Systems Chapter

Open House Night

Thursday, April 10

CRA Park Pavilion
4:30 to 6:30 p.m.

You are invited to join Dr. Alan Lovelace and his staff in celebrating the new beginning of the NMA Space Systems Chapter. Watch for flyers with the detailed information.

Time Distribution Card (TDC) Training

Special one-hour classes to train all Convair employees on TDC preparation and processing end today. Employees who did not receive TDC training may still do so by attending the last hour of New Employee Orientation at 11:00 a.m. New Employee Orientation is held every Monday in Kearny Mesa building 5 mock-up conference room A. Contact Cal Samuels, 39955, to attend.

New Credit Union Hours

The Point Loma Federal Credit Union branch office on Complex Drive in Kearny Mesa has announced extended hours on Fridays. The new hours are from 9:30 a.m. to 5:30 p.m. These hours apply to Fridays only.

Employment

For the week ending March 21, Convair Division employment was 9,092; Space Systems Division employment was 2,853.

The *Weekly Log* is published by Human Resources for employees of General Dynamics Convair and Space Systems Divisions. If you have stories of interest, please call Cal Samuels, 39955, or send them to MZ 11-1330.

Managing Editor Cal Samuels
Production Editor Nancy Mumford
Design/Layout Peter Urban
Typesetting Dianna Rich



At a recent service awards breakfast, Convair General Manager John McSweeney recognized employees for 35, 40, and 45 years of service with the company. McSweeney told the employees that their "excellent work over the years to create programs and extend our current Cruise Missile programs has made dramatic changes in the Navy and Air Force and their ability to defend this country." Attending the breakfast were (from left, front row) John McSweeney, Ken Lake (staff), Jean Harrell (35 years), Esther Barksdale (35), Helen Medeiros (35), Pat Hunt (35), John Benson (35), and Maurice Gilstrap (40). (Second row) Morgan Boeckel (35), Charles Gauss, Jr. (35), Bob Bacon (35), Norm Tipton (staff representative), Rudy Molina (staff), Glen Gibbons (35), Vern Gilson (35), George Armstrong (45), and John Talbott (45). (Third row) Ray Beuligmann (staff), George Shumway (45), Harold McCaslin (staff representative), Vern Baillif (35), Ken James (35), Mac Swinney (35), Augie Daddi (staff), and Kazuyuki Hiroshige (35). Not photographed, James Phipps (35).

Safeguarding Classified Material

To ensure that classified material has been secured in authorized containers and that the containers have been locked, security monitors and representatives conduct end-of-shift inspections to their work areas and all applicable containers. To document that the area has been inspected and that everything is in order, security monitors and representatives must complete the End of the Day Security Inspection Record (Form 7841, 12-84). These forms must be posted on individual containers or groups of containers, where they are readily visible. For further information or to obtain inspection forms, call Industrial Security, 39535.

END OF THE DAY SECURITY INSPECTION RECORD															
(CHECK EACH ROOM, AREA, OR SECURITY CONTAINERS LISTED TO DETERMINE IF ALL CLASSIFIED MATERIAL IS PROPERLY STORED. ENTER ANY DISCREPANCIES NOTED IN THE "REMARKS" COLUMN.)															
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> LOCATION MONTH/YEAR </div>															
OFFICE SPACES	DESK TOPS/FURNITURE	SECURITY CONTAINERS										I INSPECTED THE ROOMS AND SECURITY CONTAINERS LISTED HEREON AT THE TIME AND DATE SPECIFIED, AND TO THE BEST OF MY KNOWLEDGE AND BELIEF, ALL CLASSIFIED MATTER IS PROPERLY STORED OR GUARDED.			
												DATE ↓	TIME	SIGNATURE OF SECURITY MONITOR	REMARKS
												1			
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												30			
												31			

* ROTATE COMBINATIONS & PULL LOCKS 7841 (12-84)



February Suggester of the Month. Don Tiedmond – Operations general supervisor, congratulates Everett White – Department 001, February's Suggester of the Month. Everett received \$2,366 for his Employee Suggestion to create a template retrieval system for his department. Each Suggester of the Month is eligible for a grand prize drawing.

SDSU Business Alumni Association Being Formed

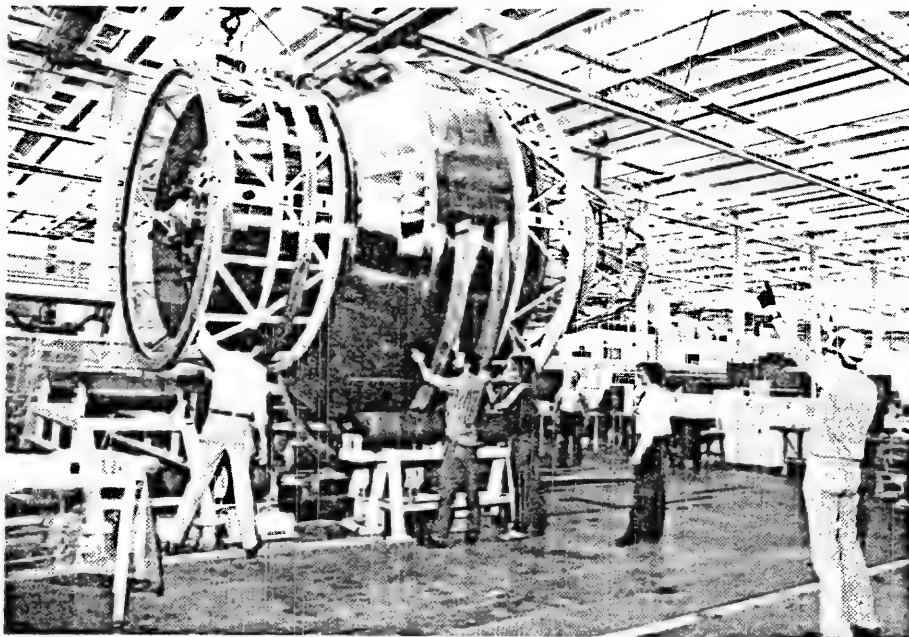
If you are interested in being a member of the San Diego State University Business Alumni Association, or if you know someone who is, please complete the form below and mail to: College of Business Administration, Office for External Relations, San Diego State University, San Diego, CA 92182.

SDSU Business Alumni Association	
YES, I am interested in becoming a member.	
<i>(Please print of type.)</i>	
Name _____	
Employer _____	
Employer Address _____	
Home Address _____	
Telephone _____	
Year of Graduation _____	Degree _____ Major _____

CONVAIR

WEEKLY LOG

SPACE SYSTEMS

Published by General Dynamics Convair & Space Systems Divisions

The Centaur G test tank being readied for transport from Plant 19 to Kearny Mesa.



Erin Faralan presented John McSweeney with a March of Dimes WalkAmerica visor during her tour of Convair Kearny Mesa facilities.

Major Fabrication Completed on Centaur G Test Tank

Fabrication of the Shuttle/Centaur G test tank was completed recently at Air Force Plant 19. The tank has been transported to Kearny Mesa for pressure testing and final assembly before final structural, thermodynamic, and dynamic testing at Sycamore Canyon Site B.

The test tank is the first of the "short" Shuttle/Centaur vehicle tanks to complete the major fabrication process. Next in line are five contracted flight articles scheduled to launch future DoD and NASA missions from the space shuttle, one of which is NASA's Venus Radar Mapper Mission tentatively scheduled for 1988 or 1989.

This Centaur G tank is 14 feet in diameter. With adapters and RL-10 engines, the upper stage is 20 feet long. It carries the same amount of propellant as a 10-foot-diameter Atlas/Centaur, which is 32 feet long. Centaur G's efficient size allows it to fit in the cargo bay of the shuttle when mated with its payload.

Shuttle/Centaur G major fabrication begins with Department 759 people, who weld and clean the tanks before installing all of the internal hardware. The tank is moved to Kearny Mesa for pressure and leak tests. Once it passes the tests, Department 762 employees install the forward and aft adapters, propulsion and pneumatic systems, and the electrical harnessing. Now the tank is ready for insulation installation and vehicle checkout in the vertical assembly tower (VAT). Finally, flight-article Centaur G vehicles undergo system-level thermal and acoustic testing for final flight readiness verification. A new Thermal/Acoustic Test Facility is currently under construction next to Kearny Mesa building 5 to facilitate Shuttle/Centaur testing.

March of Dimes Poster Child Visits Convair

Erin Faralan, San Diego's March of Dimes 1986 poster child, visited our facility last week accompanied by her mother, Rose Faralan, and members of the March of Dimes staff. After receiving a tour of the factory, Erin celebrated her fifth birthday by sharing a large birthday cake with employees in the Kearny Mesa employee caf-

eteria. John McSweeney, Convair general manager, Augie Daddi, division vice president - Human Resources, and Dr. John Barrons, manager - Community Relations, were on hand to greet Erin and her escorts and participate in the celebration.

Erin was born with a rare birth defect, Klippel-Trenaunay-Weber syndrome, that affects only one child in a million. Klippel-Trenaunay-Weber causes deformities in the body's soft tissues, affecting the victim's arms and legs. But thanks to the thousands who support March of Dimes, researchers can continue to search for the cause and a cure for children like Erin.

Serving Our Country in a Dual Role

With government contracts comprising the bulk of our business, General Dynamics employees play an important role in providing vital services and products. Many employees, however, do not stop with their work as civilian contributors to our defense programs; they also serve in military reserve units for the armed forces.

For example, three General Dynamics employees serve in the Naval Reserve's Helicopter Combat Support Squadron Nine (HC-9) based at Naval Air Station North Island, San Diego. Convair's Rob Meyer, chief pilot of Turboprop Operations, Guy Wilson, cruise missile final assembly inspector, and Space Systems' Joe Cimenski, engineering specialist for Atlas and Centaur Mechanical and Fluid Systems Design, are all members of the only combat search and rescue squadron in the United States Navy.

In their reserve duties, Rob and Joe are Combat Helicopter Aircraft Commanders and Guy, an Aviation Electrician's Mate Second Class, is a Helicopter Combat Rescue Aircrewman. Their primary task as reservists is to rescue aircrew survivors from hostile areas, standing ready to be mobilized to any area of the world if the need arises.

Thanks to people like Rob, Joe, and Guy, our military services are able to maintain a reserve staff of qualified and dedicated professionals.

Register to Vote

With the California primary election coming up Tuesday, June 3, toll-free telephone lines will be in service to fill requests for voter registration cards. Individuals who are not currently registered to vote or who wish to change their name or political party must complete and return a voter registration form before May 5.

Registration forms can be obtained through the mail by calling 800-345-VOTE or 800-345-8083.

Join the Convair Team for WalkAmerica

You still have plenty of time to sign up as a team member for the 1986 March of Dimes WalkAmerica/TeamWalk on Sunday, April 27. Sponsor sheets are available at the Kearny Mesa and Lindbergh Field cafeterias, the CRA Health-Fitness Center, and at various plant entrances. The first 400 people — family members and friends included — to present completed sponsor sheets will receive special Convair WalkAmerica T-shirts. (Watch for details in next week's *Weekly Log* for T-shirt pick-up locations.) If you plan on participating in TeamWalk, please complete the form below and mail it to: *Weekly Log*, MZ 11-1330. For further information, call 39921 or 39955.

Thanks for joining us in this fun and worthwhile event.

Name _____ Phone _____

Number of walkers in your party _____

Mail to *Weekly Log*, MZ 11-1330



(From left) Rob Meyer, Guy Wilson, and Joe Cimenski, members of the highly decorated HC-9, prepare for a naval reserve flight operation.

Space Systems Launches New NMA Chapter

Space Systems Division employees are invited to join Dr. Alan Lovelace and his staff in celebrating the beginning of the new National Management Association Space Systems Chapter in an open house on Thursday, April 10, from 4:30 to 6:30 p.m. in the CRA park pavilion.

Representatives from NMA national headquarters, area council, and Convair Chapter board of directors will provide information on the NMA organization and its benefits. Boosters will be there to sign up new members as well.

The event is free, and complimentary snacks and refreshments will be provided.

Important SSIP Information

Certain tax worksheets were inadvertently sent to General Dynamics employee who had taken out a loan against their SSIP during 1985. These worksheets should have been distributed to employees who either terminated or retired from the company.

If you received such a worksheet, disregard it. The worksheet is intended for former employees. Bankers Trust apologizes for the error.

Employment

For the week ending March 28, Convair Division employment was 9,071; Space Systems Division employment was 2,356.

Published by General Dynamics Convair & Space Systems Divisions

Tomahawk Demonstrates Live Warhead

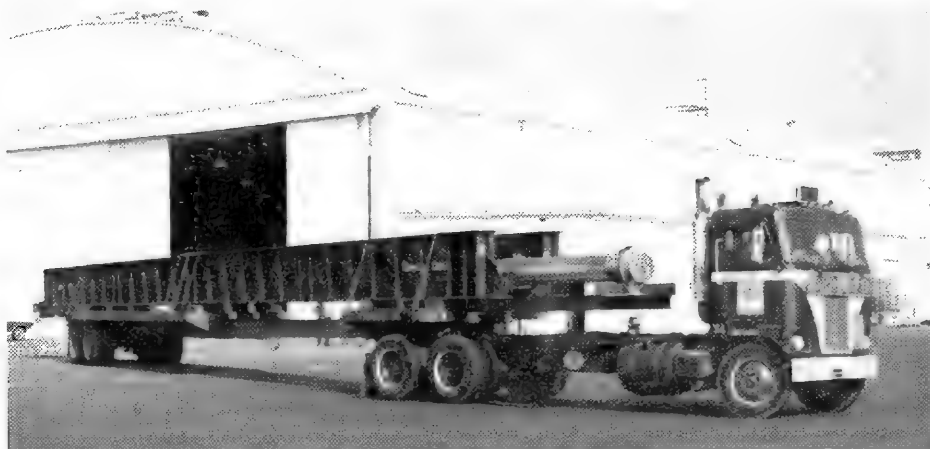
The U.S. Navy successfully launched a Tomahawk land-attack missile - conventional (TLAM-C) at noon on April 1. Configured with a live conventional warhead, the missile successfully demonstrated its capability to attack revetted aircraft during a test conducted at the Pacific Missile Test Center Sea Test Range.

The missile was launched from a submerged submarine, transitioned from boost to cruise flight, and flew its land-attack mission to the target on San Clemente Island. Once over the target, the missile's warhead exploded as programmed and heavily damaged the aircraft on the ground.

In a message sent to Convair's Cruise Missile program office, Rear Admiral Hostettler called the test "...an extremely important display of the operational capability of the TLAM-C." The admiral further stated, "In the effort to achieve this success, the entire Tomahawk test team performed superbly... I appreciate the extent of all your efforts."



Space Systems Earns KSC Safety Award. Keith Meholic (left), senior safety engineer, accepts a Safety Award of Distinction for Space Systems Division Eastern Test Range (ETR) operations from Kennedy Space Center (KSC) Director Dick Smith in recent ceremonies at the Cape. The 1985 KSC award was presented in recognition of Space Systems' achievements and contributions to safety. Congratulations to Keith and the ETR team.



"Long load" is an understatement as this special 100-foot-long truck prepares to deliver the superconducting magnet to Texas.

Superconducting Energy Magnet Delivered

The third and final superconducting dipole magnet was completed by Space Systems Energy Programs and shipped to the Texas Accelerator Center near Houston on March 31. Each dipole magnet is 92 feet long, 17 inches in diameter, and weighs 16,000 pounds. The magnets are used for development of the Superconducting Super Collider facility — a 100-mile-circumference particle physics research facility.

The first two magnets delivered have met all performance requirements, and the program is on schedule and under budget. Congratulations to the Energy Programs team.

Join the Team for March of Dimes

There is plenty of time to join the Convair Team for WalkAmerica/TeamWalk. We'll be gathering at Sea World on Sunday, April 27, to participate in the 32-kilometer walk, which is March of Dimes' largest fund raiser. Television, radio, and sports celebrities will be on hand to promote this event that includes music, entertainment, prizes, and free food. In addition, each walker will receive a pass to a Padres game, a discount ticket to Sea World, and a free painter's hat.

Convair WalkAmerica T-shirts are now available to employees who present a completed sponsor sheet to one of the team captains. The T-shirts will be available during lunch in the Kearny Mesa cafeteria on

Tuesday, April 15, and at the Lindbergh Field cafeteria on Wednesday, April 16. Shirts are also available at the CRA Health-Fitness Center or the Community Relations office in Kearny Mesa building 1.

If you plan to participate in the walk and you have not informed us, please call 39921 or 39955.

Thank You for Helping the San Diego Symphony

Ken Overstreet, director of development for the San Diego Symphony, recently sent Convair and Space Systems a letter expressing gratitude for our support of the Symphony. In part, the letter read, "On behalf of the San Diego Symphony Orchestra Association and the staff, I want to thank you for urging support of the Symphony...We will be expressing our personal thanks to each of these donors."

Conflicts of Interest

Put yourself in this position. You are on a break, drinking coffee from a cruise missile coffee mug. A government employee approaches you, comments on your coffee cup, and asks you if you could get one for him or her. What would, and should, you do?

The answer is to politely tell the person that a cruise missile coffee cup can be purchased for a nominal fee from CRA sales offices.

Situations like this one constitute a conflict of interest. They occur every day in the business world, and employees at all

levels are confronted with the issue of what is ethical and what is not.

If at any time you are faced with a situation that might be regarded as a conflict of interest, check with your supervisor. He or she can get clarification through your division's Ethics Program director. You also can call the Convair Ethics Hotline, 38120, or the Space Systems Ethics Hotline, 38367, if you have questions regarding General Dynamics Standards of Business Ethics and Conduct.

General Dynamics Corporate Policy and Procedure 1-10 provides a detailed reference on conflicts of interest. Call your Ethics Program director if you would like a copy.

Take Time for Time Cards

Labor Accounting Manual 3-1-1 requires employees to keep their TDCs current by placing a check mark in the upper right-hand corner of the current daily hours space opposite the labor entry of the task in work.

Is an employee required to use check marks in the overtime section of the boxes of a TDC while working overtime?

Check marks are not required in the overtime section of the boxes if the overtime work is a continuation of the same job that was being performed during regular hours. The check mark in the straight time section of the box is sufficient in that case. However, if a different job is started during overtime hours, the check mark for that job should be placed in the overtime section of the box.

Security Tip: Storing GDPI and Competition Sensitive Data

Below are guidelines for storing General Dynamics Private, Proprietary, and Competition Sensitive information. Also refer to the Security Handbook or Convair Security Manual, or call Industrial Security at 38227 for additional information.

- Store General Dynamics Private Information in locked desks, files, safes, or rooms with walls that extend to the ceiling.
- General Dynamics Proprietary Information need not be secured in locked desks, files, or safes, but must be stored in an area where nonemployees will not have easy access to it.
- General Dynamics Competition Sensitive documents are to be placed out of sight during working hours and stored in locked desks or files at the close of the business day.

Tool Store Information

Location	Days	Hours
Lindbergh Field — Building 33	M,W,Th,F	9:30 a.m. to 6:00 p.m.
Plant 19 — Building 2, aisle B, col. 2 B-2	T,Th	9:30 a.m. to 6:00 p.m.
Kearny Mesa — Trailer, west of building 33	M,T,W,F	9:30 a.m. to 6:00 p.m.



Participants in the Safety Committee graduation were, from left, Billy Payne (Dept. 030), Pat Knott (Dept. 036), Brenda Kuetzing (Dept. 131), John Thompson (Dept. 046), Brigid Beard (Dept. 451), Tom Roth (Dept. 004), Frank Schrosk (Dept. 015), and Mark Schwartzel (Dept. 131). Ed Snook (Dept. 253) and Perry Begg (Dept. 897) were not available for photo.

Safety Committee Members Complete Course

In a recent graduation ceremony, members of the Safety Committee received certificates of completion from the Keyman Safety Development course. Course topics included principles of machine guarding, purpose and types of personal protective equipment, new concepts in employee health and industrial hygiene, hand and portable tools, and inspection procedures.



Space Systems employee Laurie Troxel, an engineering electrical technician in Department 867, submitted an Employee Suggestion to improve the patch board adapter assembly process. Her creativity paid off with more than \$18,000 in first-year net savings to be shared by Convair and Space Systems Divisions. Presenting Laurie (third from left) with her award are Susanna Bruno, Space Systems Employee Suggestion analyst, Les Wolf and Ed Corbett, both supervisors in the Automated Test Equipment area. Also present but not in the photo was Bob Parker, manager - Avionics Lab.

Invitation from Toastmasters

Are you interested in improving your communication and leadership skills? If so, visit the Federales Toastmasters Club. Members meet in the CRA clubhouse room C each Tuesday from 5:00 to 6:30 p.m. For more information, call Jim Kelly, 38075.

From the Health-Fitness Center

Shape Up Session II begins April 14. Preregistration is requested. Call 39921 for more information.

NMACC Disneyland Night

Convair and Space Systems employees and families are invited to a special evening at Disneyland on Friday, May 9, from 8:00 p.m. to 1:00 a.m. This will be a private party for General Dynamics and Northrop employees. Bus transportation and hotel accommodations will be available. Watch for fliers with detailed information or call Jody Manuel, 28142.

Employment

For the week ending April 4, Convair Division employment was 9,051; Space Systems Division employment was 2,860.

Published by General Dynamics Convair & Space Systems Divisions

New Data System Improves Supplier Quality Control

A new data base for communicating the approval status of our subcontractors is now available on the time-sharing option (TSO) system, thanks to the efforts of Monica Wiest, Procurement Quality Assurance, and Dawn Valley, Quality Assurance Data Operations. The data base was developed in response to a government requirement that suppliers of critical and built-to-specific hardware must complete a survey by our Procurement Quality Assurance department. Employees at any General Dynamics division who have TSO access can easily review the supplier survey summary, the supplier evaluation status report, and soon the approved process source listing.

Until recently, reporting and documentation on 1,300 subcontractors was handled manually by the Procurement Quality Assurance Control Center. This data, which is sent to all vendors, is now automatically generated from our data base. In addition, the supplier evaluation data base will help our Procurement department expedite the purchase order process.

For more information on the supplier evaluation data base, call Monica Wiest, 38731.



Dawn Valley, left, and Monica Wiest discuss their new data base program that greatly improves the supplier control system.

PROJECT: T.E.A.M. Scores Big Improvements

Employees in Cruise Missile Operations are participating in a new productivity incentive program, PROJECT: T.E.A.M. Five groups from Department 038 — Subassembly, Final Assembly, Checkout, Fuel/Flush, and Paint — are setting monthly goals in four measurement areas: quality, productivity, attendance, and safety. At the



Cruise Missile Operations recently recognized PROJECT: T.E.A.M. members for their accomplishments.

end of each month, their actual performance is compared to their goals. Those performing at or above their goals in all four areas earn a merchandise award. The program will end in November when three grand prize awards are drawn from the names of all monthly winners.

The program, which kicked off March 1, has been met with enthusiastic support. By March 28, the Fuel/Flush group had met its departmental goals and the Paint group had exceeded its goals.

PROJECT: T.E.A.M. has an important benefit in addition to improved quality, productivity, attendance, and safety. Because of their extra efforts, groups are recognized for reaching departmental goals and support personnel are recognized for helping the winning groups reach those goals. Since the beginning of the program, twenty-four Department 038 employees, three supervisors, and six support personnel have received merchandise awards as Convair's thanks for a job well done.

Why Bother with Security Regulations?

Here are three good reasons why you should comply with security regulations.

Your Country

Classified information is, by definition, information requiring protection in the interest of national security. Security violations help spies do their work because you remove the vital margin of safety when you leave information without the required level of protection.

Your Company

Revocation of a facility security clearance

is not a frequent occurrence, but it does happen. The results are catastrophic for the firm and its employees: loss of business, damage to company reputation, loss of jobs. Also remember that the same procedures that protect our nation's secrets also safeguard our company's proprietary information.

Yourself

Security violations often lead to disciplinary action. Repeated violations can jeopardize your career. Security violations can, and do, result in loss of clearances and loss of jobs. It's up to you to be aware of security issues at all time.

What's New in Facilities? The KM Building 2 Lobby



The new Kearny Mesa lobby projects a professional image while improving building 2 security operations.

Kearny Mesa's building 2 lobby has been completely remodeled not only to satisfy security provisions but to give the area a fresh, new look as well. Security improvements include a new central Plant Protection officer station, two new reception

desks, automated turnstiles, and a semi-enclosed vendor/visitor area.

That's not all. To give the lobby an open look, the metal grills were removed and 13 metal doors were replaced with glass doors, and new furniture and carpet in the visitor area have reduced the noise level.

Important Security Notice

If you or your department still hold Secret documents that have not been renumbered and placed in the new accountability system, call Juanita, 49523, to arrange an appointment.

Walk with Us for WalkAmerica/TeamWalk

This week is your last opportunity to join the Convair team for the March of Dimes WalkAmerica/TeamWalk. The event begins at 8:00 a.m. on Sunday, April 27, at Sea World, with registration starting at 7:00 a.m. Bring the white copy of your sponsor sheets, and look for the Convair sign for our team location.

Free food, a pass to a Padres game, discount tickets, free caps, and much more will be given to each walker. Plan to join the Convair team for a fun-filled day that benefits a very worthwhile cause. For more information or to receive your TeamWalk T-shirt, call 39921 or 39955.



Stepping out for March of Dimes WalkAmerica/TeamWalk in their new T-shirts are (from left) Marva Winters, Nancy Rose, Betsy Orr, Kathy Chin, Pat Gayton, Adrienne Neves, Cal Samuels, Sheri Terry, Joel Brilliant, and Barbara Fager.



Regardless of what time it is in Tokyo, Brussels, or Washington, D.C., don't forget to move your clocks ahead one hour when daylight saving time becomes effective Sunday, April 27, at 2:00 a.m. Shirley Langford (left), Telecommunications supervisor, Johnny Tyler, Office Services supervisor, and Cyndee Balistreri, teletype operator, are pictured above to remind us of the time change.

Space Systems Launches O.R.B.I.T.

Space Systems is introducing its first employee referral program: Our Referrals Bring in Talent, or O.R.B.I.T. Under the program, Space Systems employees refer friends or former colleagues who are experienced engineers. In return, O.R.B.I.T. participants receive a merchandise award for each resume submitted, additional awards if the referral comes in for a plant visit, and a larger award after the referral starts to work at Space Systems.

Currently, Space Systems is looking for engineering referrals in Avionics, Sys-

tems, Structures & Design, Test & Evaluation, Advanced Systems, Program Development, Quality Engineering, Cost Development Engineering, and Operations Research.

To participate in the O.R.B.I.T. program, simply fill out a card, available at all Space Systems Information Centers, and submit it with your referral's resume to Professional Staffing, MZ C1-7143. If you have questions, call Professional Staffing at 77390.

NMA Sports Night

Sports Night is the theme of the April 24 NMA Convair Chapter dinner meeting at the Hilton International Ballroom, Mission Bay. In the spirit of the evening, NFL referee and motivational speaker Jim Tunney will be the featured speaker. Dinner will be served at 6:30 p.m., followed by the program at 7:30. Tickets are available through NMACC boosters and cost \$10 for members and \$17 for nonmembers. After you purchase your tickets, call Debbie Dion, 49229, for table reservations. Research & Engineering is the sponsoring department, with Dr. Ray Beuligmann as executive host.

Overhead Expense Report Training

Makeup classes for the mandatory overhead expense report training are being held this Friday, April 25. All salaried employees who travel on company business are required to receive this training. The Kearny Mesa class will be held in building 17, room 2, at 7:30 a.m. The Lindbergh Field class will be held in building 14, auditorium, at 1:00 p.m. For information, call 39935.

NMACC Disneyland Night

Convair and Space Systems employees and families are invited to a special evening at Disneyland on Friday, May 9, from 8:00 p.m. to 1:00 a.m. This will be a private party for General Dynamics and Northrop employees. Bus transportation and hotel accommodations will be available. Watch for fliers with detailed information or call Jody Manuel, 28142.

The *Weekly Log* is published by Human Resources for employees of General Dynamics Convair and Space Systems Divisions. If you have stories of interest, please call Cal Samuels, 39955, or send them to MZ 11-1330.

Employment

For the week ending April 11, Convair Division employment was 9,049; Space Systems Division employment was 2,866.

Published by General Dynamics Convair & Space Systems Divisions

Tomahawk on Display at Major Trade Show

Convair's BGM-109D Tomahawk cruise missile was on center stage as part of this year's General Dynamics exhibit at the annual Navy League Sea-Air-Space Exposition recently held in Washington, D.C. The exhibit, which included displays from Fort Worth, Pomona, Valley Systems, Electronics, and Electric Boat Divisions, also featured Convair's new Afloat Integrated Strike and Mission Planning system — a computer-based decision-support package that greatly enhances Tomahawk's mission capabilities by integrating carrier aircraft with cruise missiles.

The annual Navy League show brings together key members of the U.S. Navy, Marine Corps, Coast Guard, and Merchant Marine as well as members of Congress, the Office of the Secretary of Defense, and defense-related laboratories. Thus, Convair's participation at the show provides us an opportunity to display our latest Tomahawk production hardware and to conduct briefings on our current and future programs.

And the Winner Is...

To kick off their new program, the Space Systems Division Employee Suggestions group sponsored a poster and theme contest. Their goal was to get employee input for program identity and poster campaigns. Thirty-six Space Systems artists submitted pieces to the contest, and more than 300 employees at three plant locations voted on their work. Here are the results.

- Gary Komo (Dept. 761) won first place with his poster and theme, "Keep an eye out for good suggestions."
- Ken Gowan (Dept. 714-5) won second- and third-place recognition for "A galaxy of ideas" and "Launching ideas for the future."
- Vandenberg's David Patterson (Dept. 985-1) placed fourth with his "ESP" theme.
- Honorable mention was given to Debbie Broyles (Dept. 715-3), Marcella Wendler (Dept. 869), Serifin Lopez (VAFB Dept. 985), Richard Clyne (VAFB Dept. 985), and Fran Cannon (Dept. 111).

At a special recognition event attended by the winners and their supervisors, Howard



BGM-109D on display at the Navy League Sea-Air-Space Exposition in Washington, D.C.

Bonesteel, director — Space & Energy Systems Manufacturing Product Line, pointed out that "the Employee Suggestion program is in place to facilitate a better way of doing business." Bernie Kulchin, division vice president — Human Resources, recognized the participants for their enthusiastic support of the new Employee Suggestion program. "This first project in our new Space Systems Cost Reduction program sets the model for our future. In turn, this event is our way of personally thanking you for your participation."

The winning concepts and themes will be developed into A-frame posters for display around Space Systems Division work areas.



From left, Ken Gowan — second and third place winner, Gary Komo — first place, and David Patterson — fourth place.

SSIP Reminder

During the month of May, you may make percentage and/or option changes to your Savings & Stock Investment Plan or you may enroll if you now have one year continuous service. All changes and applications must be turned in by May 30 and will become effective in July. Change forms and applications are available at Employee Benefits offices.

Community Support Through Matching Gifts

Under the General Dynamics Matching Gifts program, the company matches personal gifts made by eligible employees to educational, cultural, youth, and health organizations. A good example of the program's effectiveness is our local public broadcasting station.

KPBS-TV and -FM are the noncommercial, public broadcasting stations for San Diego County. They cannot receive money through advertising. For their support, they rely on members of the community who recognize the importance of alternative programming.

Many San Diego-based General Dynamics employees support KPBS-TV and -FM. In 1985, Convair, Electronics, Data-graphiX, Data Systems, and Space Sys-

tems contributed \$9,545. Through the Matching Gifts program, that donation was doubled, for a total contribution of \$19,090.

Full-time employees with at least one year of continuous service are eligible to participate in this program. Participants may contribute gifts of not less than \$25 nor more than \$5,000 (not merely pledged) in any calendar year to eligible organizations. Gifts must be made in cash, by check, or in securities having a market value. Matching Gifts program forms are available through Community Relations. For more information about the program, call 39935.

SECURITY TIP

Badges

Access to General Dynamics' San Diego plants is strictly controlled. All employees, contract personnel, suppliers, and visitors are identified and badged before being allowed to enter. Badge background color also indicates the level of classified information to which the employee has authorized access.

- Wear your badge on the upper left part of your body at all times.
- Challenge anyone not wearing a badge. Escort unbadged employees to their supervisors or to Industrial Security for status verification.
- Be sure that visitors wearing "Escort Required" badges are escorted as required.
- Inform visitors that they are not authorized access to classified information without Industrial Security's approval.

Important Security Notice

If you or your department still hold Secret documents that have not been renumbered and placed in the new accountability system, call 38244 to arrange an appointment.

B-24 Liberator and PBV Catalina to Fly in Air Show

A Consolidated B-24 Liberator bomber and a PBV Catalina patrol bomber will be among some 25 World War II vintage bombers, fighters, and transports, participating in the Confederate Air Force Air Show at Brown Field in Otay Mesa. The show starts at noon on Friday, May 2, and continues through Sunday, May 4.

This "Wings of Victory" event features a fly-over of San Diego, aerial exhibitions, and opportunity for close-up observation

of the restored aircraft. Greg "Pappy" Boyington of Marine Corps Black Sheep Squadron fame will be present at the air show.

Relive a bit of Convair and American history by visiting the air show.

Convair Employees Receive Boy Scouts Honors

For their combined 17 years of leadership involvement in Boy Scouts of America (BSA), John Brittain, Still Photography, and Claude Frenner, Estimating, were recently voted in as elite Vigil Honor holders of the Order of the Arrow. After being announced as candidates at the County Ashi Lodge annual banquet, John and Claude completed their required vigils to become full-fledged members of this prestigious honor order.

John, whose son is a scout, currently serves as a BSA district commissioner, scouting coordinator for Troop 852, and advisor for the ceremonial team. Claude, who has two sons in the scouts, serves as a committee member for Troop 894, Ashi Lodge subchief advisor, and Area 33 vice chairman for Friends of Scouting.

Both John and Claude say that they are committed to BSA because they enjoy working with youth, and they realize the importance of helping scouts develop leadership skills and values.



Boy Scouts of America representative Jim Meader (left) presents John Brittain with the Vigil Honor award.



Mike Meader (right) presents Claude Frenner with his Vigil Honor award.

CRA Council Votes for Increase

The Convair Recreation Association Employees' Council recently approved a price increase in vending machine coffee from \$.20 to \$.25 beginning May 5. This decision was reached when the Canteen Corporation presented documented evidence that the market cost of coffee has greatly increased over the past few years.

The Employees' Council was faced with a decision to either increase the price of coffee or cut back on concessions. After reviewing the annual CRA budget, the council felt that this increase would be appropriate to maintain the expanded Missile Park and Health-Fitness Center facilities and to help establish a recreation facility at Lindbergh Field.

Notices that outline the reasons for the change have been posted on coffee machines.

EXPLORE

Space Systems' First NMA Chapter Meeting

Join the National Management Association Space Systems Division on Thursday, May 8, at 4:30 p.m. in the Kearny Mesa cafeteria for the inauguration of their new chapter. Meeting action items include a member approval vote on the chapter's new constitution and by-laws and approval of the slate of officers for the June ballot. National Management Association headquarters and area council representatives will be joining in the kick-off festivities of this first official Space Systems Chapter meeting. The event is free and open to all NMA Space Systems Chapter members.

Take Time for Time Cards

Question: Can I keep track of my time on a piece of paper and summarize those entries on my TDC?

Answer: No. The only approved "log sheet" is the supplementary TDC log sheet (see LAM 3-1-1). Variations may only be used with prior written approval from Labor Accounting. If the supplemental TDC log sheet is not used, a TDC must be kept current at all times. Supplemental TDC log sheets (Form 7931) will be available in Commercial Stores in the near future. Currently, they may be obtained from Labor Accounting, 24648.

Employment

For the week ending April 18, Convair Division employment was 9,040; Space Systems Division employment was 2,845.

Space Systems Thanks Plant Protection Officer

During a routine third-shift patrol at Kearny Mesa, Plant Protection Officer Raymond Wolf noticed noises coming from an Atlas vehicle. Raymond promptly located the Operations supervisor and notified him of the situation. Upon investigation, a pressure problem was discovered on the vehicle. The condition was corrected, and no harm was done.

Thanks to his alertness, Raymond was instrumental in averting possible structural damage to the Atlas. In a personal letter, Space Systems General Manager Alan Lovelace commended him and said, "This type of positive performance is a credit to you and your organization. Thank you for a job well done and for setting a fine example for your fellow employees at General Dynamics."



During a recent recognition ceremony, Raymond Wolf (center) is presented an EXCEL award by Bernie Kulchin, division vice president - Human Resources (right), and Jim Pilgrim, captain - Plant Protection.

New Waterjet Cutting System at Lindbergh Field

Convair's Departments 019 and 028 are now operating a universal waterjet cutting machine system, which was recently installed in Lindbergh Field building 3. The new system is designed to cut, trim, and shape-cut composites and metal by using 60,000 psi of water that contains 60-grit garnet abrasive material as the cutting tool.

One unit is a semicircular track mounted to a vertical support structure and equipped with a removable cutting table. Another unit is a hand-guided waterjet with an articulated boom waterrouter that makes the tool easy to maneuver around large, complex parts. This unit will be further enhanced in 1987 when it is converted to a robotic system.

Productivity Awareness Program

Many creative ideas are being implemented by employees throughout Convair. Our Productivity Awareness program is in place to focus on those people and relay their contributions to others within the division. From educational programs to paperless factory systems, Convair people are rethinking the way they do their jobs to increase productivity. The results speak for themselves: more efficient ways of doing business.

To keep everyone up to date on these innovations, the *Weekly Log* will feature a series of Productivity Awareness program articles. In addition, the program will feature people and their productivity enhancing projects on posters as well as in a series of brochures, an employee handbook, and a video tape. The goal is to give widespread recognition to everyone who contributes to productivity improvements at Convair.

In the weeks to come, look for the Productivity Awareness program to focus on areas such as robotics, paperless factory, drilling and riveting automation, automated warehouse, computer-aided design/manufacturing/verification, office automation, and more. All these projects involve people who are putting their innovations to work to keep General Dynamics competitive.



Discussing how parts are maneuvered on the waterjet cutting machine are (from left) Larry Poole, senior manufacturing engineer - Manufacturing Technology, and Department 019's Scott Kuhn, fabricator, and Greg Moore, plastics fabricator.

Space Systems' First NMA Chapter Meeting

Join the National Management Association Space Systems Chapter on Thursday, May 8, at 4:30 p.m. in the Kearny Mesa cafeteria for the inauguration of its new chapter. To celebrate the chapter's first meeting, the new Space Systems video "Let the Record Speak" will be shown. The video documents the evolution of Centaur from 1957 to the present. Meeting action items include a member approval vote on the chapter's new constitution and bylaws and approval of the slate of officers for the June ballot. The event is free and open to all NMA Space Systems Chapter members and potential members. The meeting is sponsored by Bernie Kulchin, division vice president - Human Resources, and the NMA Space Systems Chapter Steering Committee.

Security Tip on Overseas Travel

All employees who must travel outside the United States, Mexico, or Canada on company business are required to contact Industrial Security, 38417, before making travel arrangements. Employees who are planning personal travel to countries other than those mentioned above also are encouraged to contact Industrial Security for a briefing.



Convair Suggester of the Month. Steve Creighton, a financial specialist in Department 194-4, was recently recognized by Barbara Wildaur, Motivational Programs, as the March Suggester of the Month. Steve received the maximum \$10,000 Employee Suggestion award for his good ideas that remedied excessive time delays for All-Up-Round DD-250 billing procedures.

Physical Inventory

Starting today, American Appraisal Co. inventory personnel may be visiting your area. They have been contracted by Convair to inventory preselected pieces of machinery and equipment. Your cooperation with the inventory team is appreciated.

Commuter Parking Change at Lindbergh Field

Effective today, the commuter/transit parking lot at the south end of Lindbergh Field will be closed due to new construction. Additional commuter parking has been established outside the South Flight gate, and adequate commuter parking is also available at the main walk-in entrance to gate 11.



The thrill of victory and the agony of "de' feet." These employees and their family members represent part of the Convair team that participated in the April 27 March of Dimes WalkAmerica/Teamwalk fundraiser held at Mission Bay. Despite the record-day heat, many of the brave souls managed to complete the entire 32-kilometer walk. Sue Stoffel, Judy Nutt, and Marva Winters deserve special recognition. Together they raised \$1,500 to support the fight against birth defects.

SSIP Reminder

During the month of May, you may make percentage and/or option changes to your Savings & Stock Investment Plan or you may enroll if you now have one year of continuous service. All changes and applications must be turned in by May 30 and will become effective in July. Change forms and applications are available at Employee Benefits offices.

"Proud people produce prime products."

— B.L. Smith, Department 859

Take Time for Time Cards

Question: Can I fill out a "dummy" TDC during the week and transfer the labor charges onto the TDC that I submit at the end of the week?

Answer: No. There is no valid, authorized use of "dummy" TDCs. You must record labor charges on your TDC as you work each task, keeping your original TDC current.

Question: Can I fill out my TDC in pencil and write over those entries in ink later in the week?

Answer: No. All TDC entries (including check marks) must be made in black ink only. If corrections are required, follow the correction procedures outlined in LAM 3-1-1.

NMACC Disneyland Night

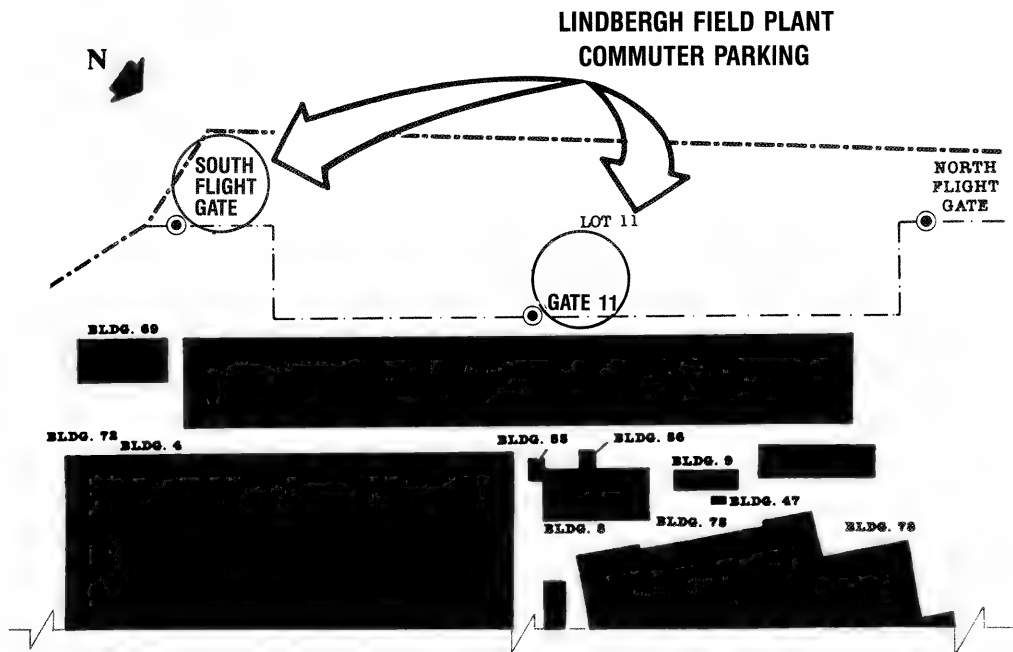
This is the last week to purchase tickets for NMACC Disneyland Night on Friday, May 9. See your booster or call Jody, 28142.

From the Health-Fitness Center

Rock A'Robics. A new session begins May 5 at 4:30 p.m. in the fitness center. The five-week session costs \$20 for HFC members and \$25 for nonmembers. Call 39921 for more information.

Employment

For the week ending April 25, Convair Division employment was 9,027; Space Systems Division employment was 2,853.



Published by General Dynamics Convair & Space Systems Divisions

Ethics Standards Extended to Convair Suppliers

Procurement Director Russ Babcock recently distributed an explanatory letter and a copy of our corporate ethics brochure to acquaint Convair's 6,000 suppliers with General Dynamics' Standards of Business Ethics and Conduct.

After noting that giving or receiving gifts (however small) is prohibited, Babcock's letter addressed the issue of kickbacks. "Recently, there have been allegations in the press of widespread practices of kickbacks in the defense industry. Obviously, these events, even when limited to the acts of a few individuals, seriously undermine the public's confidence in our industry and inflict significant damage to the reputations of the dedicated majority."

The letter went on to invite our suppliers to report any violations of our ethics policy to Convair's Ethics Program Director, John Barrons.

In his concluding statements to emphasize the General Dynamics commitment to ethical business practices, Babcock said, "We would appreciate your circulating our policy throughout your company. Your assistance in helping us maintain our reputation for excellence and integrity is greatly appreciated."

Three to Attend AC-66 Launch

Frank Munson, Monika Perez, and Jeff Reddekopp were recently announced as the winners of a trip to Cape Canaveral to attend the next Atlas/Centaur launch. The award is part of Space Systems' Atlas/Centaur program to recognize employees for their contributions to the program.



(From left) AC-66 trip winners Frank Munson, Monika Perez, and Jeff Reddekopp with Dennis Dunbar, program director - Atlas/Centaur.

Frank is a logistics specialist in Space Programs Logistic Support, Monika is a mis-



CRI Helicopters personnel recently assisted in the airlift operation to place environmental control units on Kearny Mesa's building 5. This operation was part of the mezzanine construction, which will provide an additional 26,000 square feet of office space and engineering areas for the Cruise Missile program. Dave Snyder, project engineer, and Greg Nestor, field engineer, coordinated the activities from Facilities Engineering.

sile assembler in Operations, and Jeff is a leadman in Operations.

Over the years, the Atlas/Centaur program has sponsored trips to Eastern Test Range to give employees a first-hand look at the Kennedy Space Center, final launch preparations, and the launch of the vehicle that they work to produce. Most recently, eight outstanding individuals were nominated by their supervisors to go on the trip. Of the eight, three winning names were

drawn at random. The five runners-up will watch the launch from the Real-Time Data Simulation Center at Kearny Mesa. They are: Ray Stevens, Engineering; Bill Baer, Engineering; Cecil Norwood, Quality Assurance; Belinda Harris, Contracts & Estimating; and Lisa Baumgarth, Finance.

When AC-66 is launched, it will be carrying the sixth satellite in the Fleet Satellite Communications (FLTSATCOM) system that Atlas/Centaur has launched.



Participating in the EXCEL awards ceremony are (from left) Greg Chapel, chief - Integrated Logistic Support, Ann La Forest, Bryan Cottingham, and Larry Wray, director - Systems Engineering and Integrated Logistic Support.

Space Systems Employees Excel

During a recent EXCEL awards presentation, Bryan Cottingham, logistics engineer - Department 875, was recognized for his technical contributions to Sagittar and other Strategic Defense Initiative programs. Bryan also played an instrumental role in computer coding and modeling for a 1985 IRAD.

Ann La Forest, logistics engineer - Department 876, received a Citation award for providing valuable management and technical services to the Sagittar program office. Upon specific request, Ann served as technical assistant to the program manager.

New Policy for Temporary Badges

Effective Monday, May 19, a new policy will be established for issuing temporary identification badges. Supervisors will be required to come to the entrance gate and identify the employee requesting a temporary badge. A phone call to the Plant Protection officer on duty at the gate will no longer be accepted for positive identification.

This new policy is designed to further enhance our Industrial Security program. Your cooperation with the Plant Protection officers is appreciated.

Focus on Test Labs

The National Management Association Convair Chapter will host the last session in their Technology Familiarization Program series, Focus on Test Labs. The 75-minute program is aimed at our nontechnical employees by presenting sophisticated Convair and Space Systems technology and capabilities in layman's terms.

Ed Gilchrist will be the featured speaker on Wednesday, May 14. His presentation will be on composites. Meet at 4:30 p.m. in the Kearny Mesa building 2 presentation room. The program is free and open to all General Dynamics employees. Pre-registration is not required.

Commercial Stores Forms Available

The following forms may now be obtained from Commercial Stores by submitting a Material Stores Requisition:

Form A200: Weekly Time & Travel (material number 321-900946).

Form A200-1: Weekly Travel & Offsite (material number 321-976876).

Form 7931: Supplemental TDC Log Sheets (material number 321-976877).

Savings & Stock Investment Values

Cumulative annual rate of return for January 31, 1985, through January 31, 1986.

Salaried	1985	1986
Government Bonds	10.52%	14.18%
Diversified Portfolio	16.98%	28.44%
Fixed Income	12.54%	12.30%
Hourly		
Government Bonds	10.54%	14.26%
Diversified Portfolio	16.39%	28.25%
Fixed Income*	—	12.47%
GD Stock Closing Price	\$76.50	\$70.00

*Fixed Income effective June 30, 1985

May NMACC Meeting

The next National Management Association Convair Chapter dinner meeting is scheduled for May 22 at the Vacation Village Convention Center. The program will feature Joan Embery and her animal friends from the San Diego Zoo and Wild Animal Park. Dinner will be served at 6:30 p.m. The program will follow at 7:30. The price is \$10 for NMA members and \$16 for nonmembers. After you have your tickets, call Debbie Dion, 49229, for table reservations. Plant Services is the sponsoring department, will Bill Wise as executive host.

March Retirees

Thanks and best wishes for a happy retirement to these employees who retired in March:

Name (Classification)	Years of Service
Angelo Bortolutti	
Contract Administrator	6
Shirley Elson	
Secretary	32
John Fager	
Program Manager	27
Sunnie Fickas	
Quality Assurance	32
Robert Forbes	
Manufacturing Engineer	29
Kenneth Forsberg	
Engineering Specialist	18
Doris Fox	
Precision Parts Inspector	34
James Gilley	
Plant Protection Officer	17

Robert Gillham	
Estimating Specialist	23
Paul Green	
Manager - Human Resources	30
Manley Grove, Jr.	
General Utility Worker	32
Glen Gibbons	
Quality Assurance Specialist	35
Doris Gilbert	
Secretary	29
Melton Henderson	
Precision Welder	16
Violet Hodges	
Material Release Analyst	38
Andrew Hunter	
Parts Finisher	19
Kenneth James	
Plant Protection Officer	35
Willard Jones	
Facilities Engineer	29
Audrey Keen	
Secretary	17
Arnold Lintvedt	
Operations Supervisor	39
Authur Marsden	
QA - Bonded Structures	6
Tony Martinez	
Vibration & Acoustic Lab Tech	35
Bert Mercer	
Manager - Mfg Control	44
Juan Meza	
Group Leader	35
Dale Nash	
Chief - Quality Assurance	28
Arlie Peck	
Plant Protection Officer	28
Richard Phelps	—
Configuration Mgmt Analyst	30
Francis Popham	
Aircraft Assembler	35
William Reed	
Facilities Engineer	4
Clyde Strouburg	
Sr. Engineer	44
Douglas Tennesen	
Financial Specialist	35
William Thompson	
Engineering Specialist	28
Armando Valencia	
Engineering Specialist	45
Larry Valentine	
Machine Shop Attendant	7
Marion Thrasher	
Router Operator	2
Frank Vogt	
Plastics Fabricator	31
James Weighill	
Design Drafter	34
Richard Wilson	
Sr. Engineer	30
Richard Wood	
Engineer	29

Employment

For the week ending May 2, Convair Division employment was 8,978; Space Systems Division employment was 2,860.

CONVAIR

WEEKLY LOG

SPACE SYSTEMS

*Published by General Dynamics Convair & Space Systems Divisions***500th Production Tomahawk Delivered***Tomahawk team members at the celebration of the 500th production Tomahawk delivery.*

Convair recently celebrated the completion of its 500th production Tomahawk cruise missile. This major milestone was accomplished through the concerted efforts of the Tomahawk team since the delivery of the first production vehicle in July 1982. They manufactured nearly half of these missiles from May 1985 through April 1986.

In a ceremony held in the Cruise Missile Final Assembly area, Tomahawk team members gathered to hear Mike Keel, division vice president - Cruise Missile program, and Captain Mike Iverson, USN, director - JCMP Western Region, extend their appreciation for the excellent work that made the 500th delivery possible. Keel told those present that the delivery of the 500th all-up round was made possible through the hard work and dedication of the thousands of employees supporting the program. "This is a program that the Navy and Air Force are committed to, and a program that I believe has a tremendous amount of growth potential...as evidenced by the success of our cruise missile test program," Keel said.

Captain Iverson also congratulated the members of the team. "It's nice to stop from our busy schedules to say you really are good and you do good things. Thank you for your success."

Ed Squires, division vice president - Cruise Missile Product Line, and Captain Donald Christopher, SC, USN, commander - DCASPRO, were also at the ceremony to extend their gratitude for the quality work accomplished by the Tomahawk team.

Clean Up for June Security Inspection

If you did not receive the word or missed the opportunity to turn in all unnecessary and/or obsolete classified material in your possession, now is the time to do so.

Industrial Security will conduct a plant-wide security self-inspection in June. If you hold excessive or unnecessary classified material, you will be cited with a security violation. If you have classified material that you no longer need, call 38244 to make pickup arrangements.

Take Time for Time Cards

Supplemental TDC Log Sheets are available for employees who alternate frequently between two or more tasks. All instructions in Labor Accounting Manual 3-1-1 for accurately reporting time and labor on TDCs apply to the preparation of Supplemental TDC Log Sheets.

Question: *Do I need to fill out a TDC if I use a Supplemental TDC Log Sheet?*

Answer: Yes. A TDC must be filled out before the end of the work week and submitted according to procedures outlined in the LAM. A Supplemental TDC Log Sheet does not replace a TDC, but rather is a supplement used to keep track of frequent job changes. The total time for each charge number for each day is transferred to the TDC.

Question: *Are check marks required on a TDC if a Supplemental TDC Log Sheet is used?*

Answer: No, but check marks are required on the Log Sheet.

Question: *Can any log sheet be used to keep track of frequent job changes?*

Answer: No. Only the Supplemental TDC Log Sheet may be used. Variations may be used only with prior written approval of Labor Accounting.

Supplemental TDC Log Sheets (Form 7931) are available from Commercial Stores.

Space Systems Represented at AIAA

General Dynamics Space Systems Division was a leading exhibitor at this year's American Institute of Aeronautics and Astronautics (AIAA) meeting in Washington, D.C. The display featured the family of current Atlas, Atlas/Centaur, Titan/Centaur, and Shuttle/Centaur vehicles under the theme, "A Heritage of Proven Performance." The display also featured the Orbital Transfer Vehicle (OTV) configuration and an artist's rendition of the 1986 Uranus fly-by mission. A slide presentation of 486 Atlas launches and a video program, "Let the Record Speak," topped off the exhibit.

The annual AIAA meeting brings together key members of aerospace and defense agencies. More than 75 aerospace industry leaders from government, military, academia, and business gathered to make presentations on future aerospace policies, programs, and technology.

Space Systems' participation at AIAA provided the division an opportunity to

display its Atlas and Atlas/Centaur vehicles, which represent the General Dynamics family of medium launch vehicles (MLV).



Space Systems' AIAA exhibit in Washington, D.C.

Proper Use of Computer Resources

General Dynamics is committed to conducting its standards of business in an ethical manner. These standards include the proper use of computer and software resources.

Computer and software resources are limited to company business applications, with the exception of written authorization by management for educational purposes. Regarding the copying of proprietary, purchased software and/or data, unauthorized duplication is prohibited by law. Unannounced, periodic audits of company computer use will be conducted to ensure that resources are being used properly.

General Dynamics considers the proper use of our valuable computer resources to be a very important and serious matter. We ask that you use these resources as responsible employees.

New Policy for Temporary Badges

Effective today, a new policy for issuing temporary badges will be implemented. Supervisors will be required to come to the entrance gate and identify the employee requesting a temporary badge. A phone call to the Plant Protection officer on duty at the gate will no longer be accepted for positive identification.

Due to the Memorial Day holiday, there will not be a Weekly Log published on May 26.

May Is National Blood Pressure Month

High blood pressure, along with smoking and high cholesterol, is a major risk factor that can lead to cardiovascular disease and strokes. High blood pressure, known clinically as hypertension, is also called the "silent killer." It can affect every major organ in the body. Measuring blood pressure levels is the only way to determine whether you have it or not.

It takes only five minutes to have your blood pressure checked. During May, you can have your blood pressure taken at the CRA Health-Fitness Center between 10:00 a.m. and 6:00 p.m.

To help you keep tabs on your blood pressure after May, the FitStop booth will be reopened on June 18 in the Kearny Mesa cafeteria. Every Wednesday from then on, between 11:00 a.m. and 1:00 p.m., CRA Health-Fitness personnel will be available to do blood pressure checks and answer questions about health and fitness.

Certified Management Accounting Exam Preparation

If you are interested in an in-house preparation program for the Certified Management Accounting exam, call Jim Brown, 24827.

May NMACC Meeting

The next National Management Association Convair Chapter dinner meeting is scheduled for May 22 at the Vacation Village Convention Center. The program will feature Joan Embery and her animal friends from the San Diego Zoo and Wild Animal Park. Dinner will be served at 6:30 p.m. The program will follow at 7:30. The price is \$10 for NMA members and \$16 for nonmembers. After you have your tickets, call Debbie Dion, 49229, for table reservations. Plant Services is the sponsoring department, with Bill Wise as executive host.

Con-Trib Club Supports Community Activities

Along with state, county, and city officials, Art Medrano, Con-Trib board member, attended the recent christening of a community swimming pool at the Barrio Station facility in Logan Heights.

The Con-Trib Club donated \$4,000 toward building and maintaining the pool. The new pool is another improvement to assist Rachael Ortiz, executive director of the Barrio Station, in providing area youth with both personal and community development.

Thank you for your participation in Con-Trib. Without your personal concern, worthwhile projects like the swimming pool would not be possible for many of our communities.

Standards of Business Ethics and Conduct

To our suppliers we will be the best customer we can be and will emphasize both fair competition and long-lasting relationships.

This excerpt from the *General Dynamics Standards of Business Ethics and Conduct* handbook is to remind us of the moral and ethical standards by which we do business. If you have questions regarding business ethics and conduct, call the Ethics Hotline: Convair — 38120; Space Systems — 38367.

NEO Information

There will be no New Employee Orientation the week of May 26. New Employee Orientation for June 2 will be held in Trailer 2, east of building 5.

Employment

For the week ending May 9, Convair Division employment was 8,972; Space Systems Division employment was 2,870.

Published by General Dynamics Convair & Space Systems Divisions

McSweeney Announces Suggester of the Year

Convair Division General Manager John McSweeney recently presented Lynn Atnip, group leader - Department 031, with the 1985 Suggester of the Year award. During the year, Atnip submitted three key employee suggestions related to the GLCM Missile Procedures Training program, resulting in cost savings of more than \$300,000.

McSweeney presented Atnip with a Suggester of the Year plaque, a certificate from Arch Rambeau, corporate vice president - Human Resources, and a \$1,000 gift certificate. His name was also inscribed on the Suggester of the Year plaque on display in the Kearny Mesa lobby.

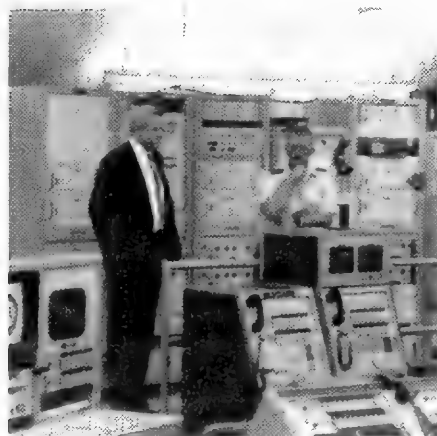
McSweeney extended his congratulations and added, "This type of thinking is vital to our company's competitive edge. We can be proud of Lynn's contributions."



Present at the Suggester of the Year presentation ceremony are (from left) John McSweeney, Lynn Atnip, Bob Stephens, Operations General Supervisor, Gerry Torregrosa, Operations supervisor, Ed Squires, division vice president - Cruise Missile Product Line, and Joe Rogers, manager - Department 031.

Gen. McCartney Visits ETR

Lt. Gen. Forrest McCartney, Commander of the U.S. Air Force Space Division, recently paid a visit to the Space Systems Division blockhouse at the Eastern Test Range Complex 36 launch facility. In addressing nearly 100 employees, Lt. Gen. McCartney commended General Dynamics for the long string of successful Atlas/Centaur launches and stressed the importance of the upcoming AC-66 launch of the FLTSATCOM satellite. He further stated that "expendable launch vehicles will be performing a vital role for our nation well into the foreseeable future."



William F. Rector, III, division vice president - Program Development, and Lt. Gen. McCartney address Space Systems Division employees at ETR.

Pace to Speak at NMA Corporate Night

Join Convair and Space Systems NMA members on Wednesday, June 18, at the Town & Country Atlas Ballroom for Corporate Night. The special guest speaker will be General Dynamics Chairman and Chief Executive Officer Stanley C. Pace. Corporate Night will also feature presentation of the NMA Scholarships and installation of the 1986-87 Board of Directors.

Dinner will be served at 6:30 p.m., followed by the program at 7:30. See your NMA booster for tickets. The price is \$12 for both members and nonmembers. After you have your tickets, call Debbie Dion, 49229, for table reservations. Contracts & Estimating is the sponsoring department, with Art Veitch as executive host.

New DIS Inspection Policy

During the past year, Defense Investigative Service (DIS) inspectors have discovered classified documents illegally stored in defense contractor employees' desks. As a result, DIS inspectors have been directed to randomly inspect the desks of cleared employees during their semiannual inspections.

If an employee is not available during a desk inspection, a company representative, preferably from Industrial Security, will be asked to remove the contents and place them on top of the desk for inspection. It is not the intention of DIS to view

personal or company material, but rather to ensure that no classified material is improperly stored. This inspection may also include filing cabinets that are not authorized for storage of classified material.

During the self-inspection conducted in June by Industrial Security, cleared employees' desks will be randomly checked for classified material.

Overhead Expense Report Training

Classes for the mandatory overhead expense report training are being held Friday, June 13. All salaried employees who travel on company business and have not attended this class are required to receive this training. The Kearny Mesa class will be held in building 17, room 2, at 7:30 a.m. The Lindbergh Field class will be held in building 14, auditorium, at 1:00 p.m. For information, call 39935.

Employees Support Friends of Handicapped

Demonstrating their concern for the community, hundreds of hourly employees from Plant Services (Departments 250, 251, and 253) recently held a picnic at Missile Park for Friends of Handicapped Children (FHC). FHC is a nonprofit agency in San Diego County that administers programs to serve developmentally disabled people and their families by providing independent residences, training,

accommodations, respite services, and information centers.

At the picnic, Plant Services employees presented the organization with merchandise totaling \$1,578 and a \$1,200 gift certificate to purchase educational toys for their residences.

If you would like to join Plant Services in supporting HFC, the agency is eligible for the Corporate Matching Gifts program.



Mike Carey presents Kathy Manriquez, Friends of Handicapped Children representative, with merchandise and a gift certificate.

Word Processing Support

If you need help with word processing, the people in the Cruise Missile Word Processing function are available to assist you with your typing needs. They are located in Kearny Mesa building 5, mezzanine, column H1-5. For further information, call 49472.

April Retirees

Thanks and best wishes for a happy retirement to these employees who retired in April:

Name (Classification)	Years of Service
Joseph H. Aubrey	
Financial Specialist	24
Edward L. Barrett	
Supervisor	30
Dale E. Beamesderfer	
Tool & Die Maker	25
Ernesto Bojorquez	
Lift Truck & Tractor Operator	29
Robert P. Botsford	
Estimating Specialist	35
Charles W. Burns	
Tool Crib Attendant	16
Gordon M. Carlson	
Design Drafter	31
Kenneth O. Chestnut	
Operations Supervisor	30
Andrew Davis, Jr.	
Motor Transport Dispatcher	35
William E. Dudley	
QA Inspector	34
Josephine H. Falco	
Aircraft Assembler	16
John E. Frelinger	
Group Engineer	25



For 35 and 40 Years of Service. At a recent service awards breakfast, Convair General Manager John McSweeney recognized employees for 35 and 40 years of service. Attending the breakfast were (front row) Don Spencer (35 years), Stan Berling (40), Joe Wilson (35), Gary Jarvis (35), Harry Alexander (35), and Dale Turner (35). (Back row) John McSweeney, Don Burson (35), Larry Harter (staff representative), George Roos (staff), Ray Beuligmann (staff), Lloyd Sowles (35), Tony Garegnani (35), Steve Jurchenko (40), Norm Tipton (staff), and Ken Lake (staff).

Carmen R. Gala	
Parts Finisher	18
Malcolm L. Gee	
Group Leader	44
Frank J. Gosselin, Jr.	
Engineering Procedures Specialist	7
Robert P. Herrmann	
Group Leader	35
Donald H. Hodges	
Manager - Procurement	26
John C. Hopkins	
Engineering Specialist	37
Margaret Jackson	
Operations System Analyst	29
Zetha M. Johnson	
Operations General Supervisor	30
John F. Kelley	
Estimating Specialist	26
Robert F. Kisselstein	
Financial Specialist	29
Richard C. Maving, Jr.	
Estimating Specialist	38
Edmund H. Minder	
Industrial Electrician	35
John T. Morgan, Jr.	
Launch Service Technician	28
Warren M. Patch	
Aircraft Assembler	28
Richard L. Peck	
Assistant General Counsel	23
Pasqual C. Perrone	
Business Administrator	26
Richard C. Prytherch	
Accounting Analyst	23
Eugene L. Sisler	
Group Leader	32
Jess W. Smith	
QA Engineer	41
Helen E. Stalder	
Test Data Analyst	30

John L. Sullivan	
T&O Planner	6
Elvira Szenasi	
Design Drafter	7
Stephen Warniak	
Engineering Document Writer	20
Jack W. Weaver	
Telemetry Data Systems Operator	30
Henry A. Weber	
Project Engineer	18
D. George Williams	
Director - AC Production Line	43
Ira L. Williams	
Manufacturing Dispatcher	29

Presupervisor Training Course Offered

In association with San Diego City College, Convair has developed a new presupervisor training program. This program provides insight into the functions and concepts of supervision and the role of the supervisor in the organization.

The program is fully accredited and meets all academic requirements of City College. Upon successful completion, students will receive a Certificate of Achievement from the college.

NEO Notice

New Employee Orientation for Monday, June 2, will be held in Kearny Mesa's building 17, room 2, at 8:10 a.m.

Employment

For the week ending May 23, Convair Division employment was 8,994; Space Systems Division employment was 2,898.

Published by General Dynamics Convair & Space Systems Divisions

Project T.E.A.M. Yields Results

At a recent ceremony held in the Cruise Missile Final Assembly area, Ed Squires, division vice president - Cruise Missile Product Line, and Joe Stelmah, director - Operations Administration, awarded employees of the Fuel/Flush and Paint departments with merchandise certificates for their successful Project T.E.A.M. endeavors. Project T.E.A.M. is a program designed to measure departments in four categories: productivity, quality, attendance, and safety. The two departments not only met but exceeded goals for the current period.

Congratulations to the Fuel/Flush and Paint departments for their outstanding performance and contributions to the Cruise Missile program.



Members of the Fuel/Flush and Paint departments — winners in the Cruise Missile program's Project T.E.A.M.

Space Resources May Support Lunar Bases

Two Space Systems Division employees, Michael Simon (Dept. 711-2) and Dr. Bruce Cordell (Dept. 836-2), have written technical papers that were published in the April edition of *Lunar Bases and Space Activities of the 21st Century*, a report published by the Lunar and Planetary Institute of Houston, Texas. The papers included in the April volume were: "A Parametric Analysis of Lunar Oxygen Production," by Simon, and "The Moons of Mars: A Source of Water for Lunar Bases and LEO," by Cordell.

Simon's paper examines the potential benefits of producing liquid oxygen on the moon from lunar soil and rocks. The oxygen would then be delivered to NASA's Space Station in low earth orbit to be used as propellant for space-based orbital transfer vehicles (OTVs). Cordell's paper explores the possibility of obtaining water and other resources from the Martian moons Phobos and Deimos. In addition to meeting industrial and life-support needs of people living in space, water could be used as a source of hydrogen, an OTV propellant that is scarce on the moon.

General Dynamics has been conducting numerous studies for NASA to develop designs for OTVs — reusable cryogenic upper stages that will be similar in many respects to the Shuttle/Centaur. One of the key requirements for making space-based



Pictured above is an artist's concept of a lunar mining base that could begin operations around the year 2010. The long structure in the foreground is an electromagnetic accelerator used to launch the products of the lunar base — primarily liquid oxygen — into space for manufacturing use.

OTVs cost-effective will be developing low-cost means of delivering OTV propellants to orbit. To meet this requirement, extraterrestrial propellant manufacturing systems could be established within the next 20 years.

Copies of *Lunar Bases and Space Activities of the 21st Century* may be ordered from the Lunar and Planetary Institute, 3301 NASA Road 1, Houston, TX 77058. For information, call (713) 486-2143.

"Quality means sharing my knowledge and experience with others."

— Ronald C. Hofer — Department 762

"Winston Churchill" to Premiere on KPBS-TV

One of the most influential and memorable figures of the 20th Century — Winston Churchill — is the subject of a 90-minute special to premiere Wednesday, June 18, at 8:30 p.m. on San Diego's KPBS-TV. The national broadcast is made possible by a grant from General Dynamics. The program will repeat on Sunday, June 22, at 1:30 p.m.

Robert Hardy portrays Churchill in a witty, reflective look at a political career that spanned the first half of the 20th Century and made Churchill one of the dominant political figures of his time.

The Great Escape — Pinecrest Park



“Getting away from it all” has become a favorite pastime for Southern Californians, and San Diego’s General Dynamics employees are no exception. The Convair Recreation Association’s Pinecrest Park is the perfect prescription if you and your family get bit by the “getaway bug.”

Nestled in the mountains about an hour east of San Diego, Pinecrest Park is a 90-acre campground available to current and retired General Dynamics employees. The park contains picnic areas, permanent trailer slots, temporary RV sites for vacations or weekend camping, tent-camping areas, and storage space for trailers. An Olympic-sized swimming pool, restrooms and showers, playground equipment, and horseshoe pits are among the many extras available to make your stay enjoyable.

Weekend visitors can hitch a hayride, view outdoor movies, or join in campfire sing-alongs. If you run out of necessities — no problem. Dick Cassel, the park manager, will gladly open the convenience store to sell ice, propane, canned goods, snack foods, and much more.

If you’re feeling adventurous, you can wander away from the park to tour the old mining town of Julian (it won’t take long and it is an interesting place) or grab your fishing pole and head to Lake Cuyamaca, which is only a few miles away.

Pinecrest Park is located in one of the few areas in Southern California that actually experiences four distinct seasons. But maybe the best attraction the park has to offer is fresh mountain air.

Now that Pinecrest Park is no longer a well-kept secret, take advantage of it. Call CRA, 39933, for more information or to make camping reservations. There is a nominal fee for using the park.

Rental Campers Now Available at Pinecrest Park

As part of CRA’s ongoing plan to improve its facilities, you can now rent trailers at Pinecrest Park. For only \$10 per trailer, per night (minimum of two nights, maximum of seven), your family and guests can camp in the privacy and quiet of your own trailer.

The trailers are in excellent condition and are outfitted with all the necessary accommodations to make your camping trip a pleasant experience. Each contains beds, refrigerator, kitchen sink, stove, bathroom, closets, battery-powered lighting, heater, water, cleaning equipment, and more. (Electrical hookups are not available.) All you need to bring are food, pans,

paper plates, utensils, bedding, towels, and personal items.

To reserve one of these trailers, simply contact CRA, 39933. Let them know the number of the trailer that you would like to reserve (keep this *Weekly Log* for reference). Reservations may be made up to 30 days in advance. To ensure that the trailers are properly cleaned and that no damage is done to them, a \$25 deposit is required at the Kearny Mesa or Lindbergh Field CRA offices when you make your reservation. When you check out, the park manager will give you a receipt. Take the receipt to CRA for your refund the first day you return to work. A minimum three-day notice is required if you need to cancel your reservation.



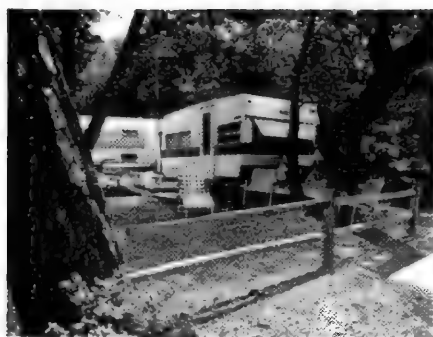
Trailer 1 — sleeps 6.



Trailer 2 — sleeps 4.



6/9/86



Trailer 3 — sleeps 6.



Trailer 4 — sleeps 6.



Trailer 5 — sleeps 4.



Trailer 6 — sleeps 6.



Trailer 7 — sleeps 4.

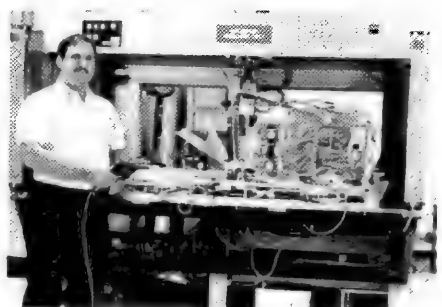


You've Come a Long Way, Albert

Since the days of the fictional television character Robbie the Robot, robotics has become a reality in the workplace. Albert, an avionics assembly robot in Kearny Mesa building 27, is currently assembling printed circuit (PC) cards for cruise missile applications.

Convair's Mark Raptis, a manufacturing development engineer in Manufacturing Technology, conceived an idea to take a standard avionics robot and modify it for multiple uses. Working as a team, Mark, Sid Sitachitt, and Ed Dozier developed the tooling, electronics, and software modifications to give Albert the capability of building complete PC cards. Currently, they are adapting the robot to the CAD system.

Albert has been operational since October 1985. Through a built-in touch-sensitive system for analysis and alignment of parts, the robot has demonstrated improved control and quality — yet another step toward the factory of the future.



Mark Raptis with Albert, an avionics assembly robot.

Overhead Expense Report Training

Classes for the mandatory overhead expense report training are being held Friday, June 13. All salaried employees who travel on company business and have not attended this class are required to receive this training. The Kearny Mesa class will be held in building 17, room 2, at 7:30 a.m. The Lindbergh Field class will be held in building 14, auditorium, at 1:00 p.m. For information, call 39935.

Word Processing Support

If you need help with word processing, the people in the Cruise Missile Word Processing function are available to assist you with your typing needs. They are located in Kearny Mesa building 5, mezzanine, column H1-5. For further information, call 49472.

Advanced Programs Semiannual Security Briefings

It is a customer requirement that all cleared Advanced Programs personnel attend a semiannual security rebriefing. Make arrangements to attend one of the following rebriefings:

- Kearny Mesa, building 2, presentation room
Friday, June 13, 9:00 to 10:30 a.m.
- Lindbergh Field, engineering auditorium
Monday, June 16, 1:00 to 2:30 p.m.



ROTC Award Presented. In a recent awards ceremony at San Diego State University, Space Systems' Dick Neal (left), director - Ethics Program, presented the General Dynamics Air Force ROTC award (per regulations) to Cadet Michael Vinson. Neal, a retired Air Force lieutenant colonel and former professor of Aerospace Studies at SDSU, said that the annual award is given to a second-year cadet who has demonstrated outstanding leadership qualities.

Security Checkup

Beginning June 16, Convair, Space Systems, and DSD-Western Center Industrial Security representatives will begin the semiannual security self-inspection. Conducted in coordination with departmental security representatives, the inspections will focus on handling and controlling classified material, retention of unauthorized material, and marking classified documents. Cleared employees will be quizzed on their basic knowledge of the DoD reporting requirements, and random desk inspections will be conducted.

Value Engineering Records Another Successful Workshop

At a recent value engineering workshop, Dr. Ray Beuligmann, Convair division vice president - Research & Engineering, and Captain Mike Iverson, USN, director - JCMP Western Region, addressed the participants on the importance and usefulness

of the value analysis concept. The seven teams that completed the 40-hour workshop were made up of people from Research & Engineering, Operations, Quality Assurance, Integrated Logistic Support, and DCASPRO. Each team conducted a value analysis of a specific project selected from current programs within each of the divisions. The results were substantial savings for each project.



Bill Frank, value engineering coordinator, presenting an overview of the latest workshop.

Attention EXCEL and CRP Recipients

If you received an EXCEL, CRP, or Extraordinary Achievement award before January 1986 and have not redeemed your merchandise certificate, you have until June 30 to apply for a reissued award form. Without a new form, your merchandise certificate will no longer be valid. To receive a reissued form, mail your current form to Gayle Everidge, MZ 33-1320, with a note indicating your current mail zone.

Employment

For the week ending May 30, Convair Division employment was 8,988; Space Systems Division employment was 2,916.

Management Development

Supervisors who want to enroll employees in Management Development courses must submit requests through their department's training coordinator. The coordinators have the necessary information on the courses being offered. There is no need for anyone other than the coordinators to call Management Development directly. Check June's *Educational Bulletin* for the name of your coordinator.

Convair Presents Small Business Award

At a recent Small Business Awards luncheon held by major corporations throughout San Diego County, Convair recognized Diasec, Inc. as its Small Business Subcontractor of the Year. Diasec provides new installation and maintenance of highly progressive security-access systems. The award was in recognition of exceptionally prompt and outstanding service.

In a letter to Diasec, Russ Babcock, director - Procurement, said, "Our suppliers' performance and support are a vital part of Convair's success in the aerospace industry. Diasec, Inc. has distinguished itself as one of our highest quality-oriented and most supportive suppliers."



Lorise Maynard, small business administrator, and John Talbott (right) present the Small Business Subcontractor of the Year award to Stanley Diaz, vice president of Diasec, Inc.

Published by General Dynamics Convair & Space Systems Divisions

NMA Corporate Night with Stan Pace

Tickets are still available for the June 18 NMACC Corporate Night dinner meeting with featured speaker Stanley C. Pace, General Dynamics Chairman and Chief Executive Officer. The agenda includes installation of the 1986-87 Board of Directors, presentation of 18 NMA scholarships, and a special question and answer session with Mr. Pace.

The event will be held in the Town & County Hotel Atlas Ballroom. Dinner will be served at 6:30 p.m., followed by the program at 7:30. Tickets are \$12 for both members and nonmembers. After you have your tickets, call Debbie Dion at 49229 for table reservations. Contracts & Estimating is the sponsoring department, with Art Veitch as executive host.

Employees' Opinion Survey Scheduled for September

In September, General Dynamics will conduct a company-wide survey of employees' opinions on a broad variety of aspects of company performance and their individual jobs.

According to Chairman and Chief Executive Officer Stanley C. Pace, "This project is intended to give our employees the opportunity to provide their observations, thoughts, and feelings about their company, its performance, policies and procedures, work environment, and other matters."

The survey is being developed for the corporation by Sirota and Alper Associates, a management consulting firm, which is recognized for its professional and productive approach to attitude measurement and for its work in behavioral sciences. Drs. Sirota and Alper will develop a survey that is tailored to our environment at Convair and Space Systems. They will also assist in administering the survey to ensure anonymity. Finally, they will help analyze and report back the results.

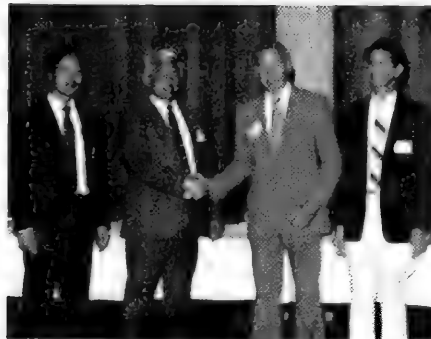
As part of the developmental, or tailoring process, Dr. Alper will interview some small groups of employees selected at random from a cross-section of salaried and hourly employees. In these interviews, which last about two hours, they will learn more about what employees would like to see covered in the survey. Convair's group interviews are scheduled for Tuesday and

Thursday, June 17 and 19. Space Systems' interviews will be on Wednesday, June 18.

Dr. Marilyn Kistler, Management Development, is the survey coordinator at Convair. Teresa Biery, Training & Development, is the coordinator for Space Systems.

"Results of this survey will be shared with all employees," Pace said, "and will provide a base from which the company can address concerns."

Local Support for MESA Program



Present at the MESA awards banquet were, from left, Nestor Vallar - MESA director, Frank Rojas, Lee Scherer, director - Commercial Space (and keynote speaker), and Dr. Frank Stratton - San Diego State University.

The San Diego Regional Center of MESA (Mathematics, Engineering, and Science Achievement) recently held its sixth annual awards banquet to honor outstanding county high school students. MESA, a statewide program designed to increase the number of under-represented ethnic groups in professions related to math, engineering, and physical sciences, serves 200 target students in area high schools. In addition to its other activities, the San Diego State University MESA Center awards scholarships to selected graduating seniors who plan to pursue scientific degrees.

Convair and Space Systems have provided scholarships to MESA for the past three years, and this year the scholarship committee raised \$25,000 in scholarships for 16 students. Convair's Ken Biccum, Human Resources, headed the scholarship committee for 1986.

Frank Rojas, Convair logistics specialist, has been a major contributor to the success of San Diego's MESA. He is currently serving as chairman of the advisory

board. Frank said that the MESA program is expanding in San Diego County and that next year the program will extend to local universities and community colleges. He further stated that through industries providing tutors to assist students, MESA has been very successful in achieving its goals.

Space Systems and Convair both received appreciation plaques at the MESA banquet in recognition of their continued community support in an endeavor that promises long-range benefits to industry. If you would like to be a part of this program, contact Frank Rojas, 27366.

Security Tip: Moving Classified Containers

Before moving a container that is used to store classified material, the person responsible for the container must notify Plant Protection, 73630. After the move has been completed, the custodian is to annotate the red or green cabinet label to reflect the new location.

Pacesetter Program Off and Running



Setting the pace with their Pacesetter awards are, from left, Hedy Damery, Maggie Hunter, and David Ibarra.

General Dynamics recognizes that its most important asset is people. In keeping with the corporate spirit, Space Systems Division has implemented a Pacesetter awards program to recognize and reward its employees for outstanding performance and achievement beyond normal job requirements. The program is made up of citation, certificate, perfect attendance, and group awards. All awards include merchandise or preselected gifts.

In a recent presentation ceremony, Maggie Hunter, Hedy Damery, and David Ibarra received Pacesetter awards for their

outstanding contributions to a Space Systems Career Conference. These Human Resources employees demonstrated the caliber of excellence that is characteristic of pacesetters.

Take Time For Time Cards

A revision to Labor Accounting Manual 3-1-1 includes minor changes and clarifications of our labor recording procedures, such as:

- Correction fluid is no longer allowable on *any* portion of a TDC (e.g., you can no longer use correction fluid in the 'Total' columns).
- Supplemental TDC log sheets must be submitted to Timekeeping with the corresponding TDC at the end of the week.
- The overtime adjustment column on salaried TDCs may be completed by either the employee or the supervisor and must now be completed in black (not red) ink.
- N/A (Not Available procedure):
 - The supervisor is no longer required to initial the "N/A" when entering it in the employee signature block if the employee is unavailable at the end of the week.
 - If it is clear on the front of the TDC why the employee is not available to sign, the supervisor is not required to explain on the back of the TDC why the employee is not available. (See LAM 3-1-1, pages 16 and 17, for details.)

If you have any questions about the new procedures, call the Labor Accounting Help Line, 24647.

Check Out 'Your Values...Our Values'

Dick Neal, director - Space Systems Ethics Program, has made arrangements for Space Systems and Convair employees to check out the film *Your Values...Our Values* for viewing at home. Copies of the film are available in VHS, Beta, and 16-mm formats, and may be checked out from the guard at Century Park, building I. No property pass is required.

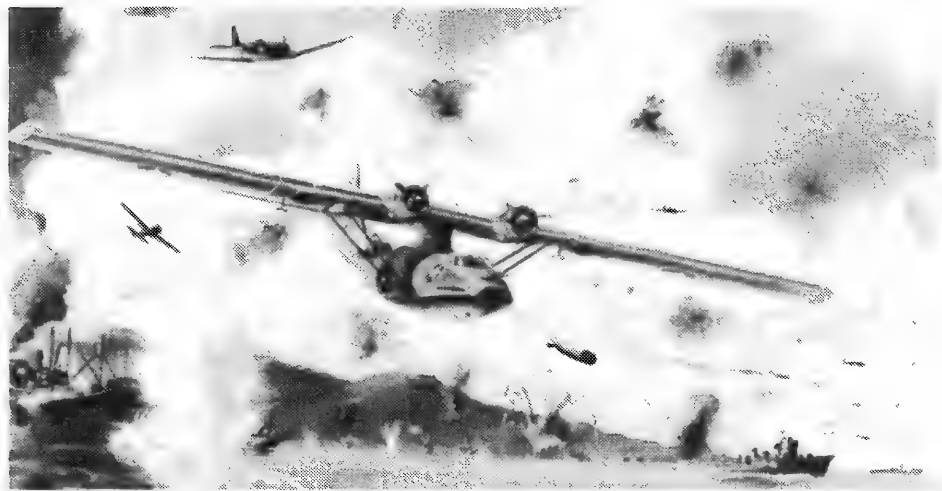
Narrated by Stanley Pace, *Your Values...Our Values* provides an overview of the need for ethics awareness and features personal opinions of employees on the subject.

To reserve your copy, call 77000.

Employment

For the week ending June 6, Convair Division employment was 8,977; Space Systems Division employment was 2,936.

Cram's "Blue Goose"



The Catalina PBY is receiving a lot of attention during this year's 75th anniversary celebration of naval aviation. In the spirit of the occasion, the Weekly Log is reprinting Cram's "Blue Goose." Written by Tom Bartlett, this true story documents Major Jack Cram's heroics in the Pacific Theater during World War II. Cram's "Blue Goose" will be reprinted — with permission from Leatherneck magazine — in three parts.

Part I

Jack Cram was a frustrated major. He had become a Marine to be among "the first to fight."

He was a pilot — a good one. Why else was he selected to be the personal pilot for Maj. Gen. Roy Geiger, the commanding general of the First Marine Aircraft Wing at Guadalcanal? But he was in a combat zone. Cram wanted to fight, not ferry generals or haul cargo from Espiritu Santo to Henderson Field!

Marines were taking a beating during mid-October 1942. The TBF torpedo bombers were being hammered by Japanese ships offshore. There was a shortage of gas and ammunition, and the fighter planes would scramble only if the raiding Japanese air unit exceeded 15 aircraft.

"I train 10 years to fight, then I get to be a general's pilot," he moaned. "The poor fighter and SBD pilots are so tired they can't stand up. At least I could fill in for one of them," Cram complained to anyone who'd listen.

He had flown his PBY Catalina (amphibian), dubbed the "Blue Goose," onto Henderson Field with a pair of 2,000-pound torpedoes; a supply flight.

Ignoring the tropical heat, he took his frustration out by running. He ran several miles every day, a holdover from his state-side days when he was a member of his school's cross-country team. As he ran, he

thought. He had brought over two torpedoes for use by the torpedo bombers. "But," he told himself, "there were no TBFs flying!"

He had a plan. The next morning, he learned that the Japanese had moved six 8,000-ton transports closer to shore protected by a destroyer screen. At 7 a.m., an umbrella of 30 Zeros took station at 15,000 feet over Henderson Field.

Gen. Geiger made a decision: "Launch everything that can fly!"

Cram ran to see the general and presented his idea. Cram wanted to mount the torpedoes on the Catalina and make a torpedo attack on one of the enemy's ships. Improvised racks had been installed on the lumbering amphibian.

The general approved the plan...with reluctance.

Col. Al Cooley predicted that he could have a dozen SBD dive bombers in the air and ready to take off at 1010. He told Cram to be ready. Maj. Joseph Renner remarked to Jack Cram, "This will be the most screwed-up show in history, but there's no other choice. If it works, miracles are still with us."

— To be continued next week...

'Winston Churchill' to Premiere on KPBS-TV

One of the most influential and memorable figures of the 20th Century — Winston Churchill — is the subject of a 90-minute special to premiere Wednesday, June 18, at 8:30 p.m. on San Diego's KPBS-TV. The national broadcast is made possible by a grant from General Dynamics. The program will repeat on Sunday, June 22, at 1:30 p.m.

Robert Hardy portrays Churchill in a witty, reflective look at an important political career that spanned the first half of the 20th Century.

CONVAIR

WEEKLY LOG

SPACE SYSTEMS

Published by General Dynamics Convair & Space Systems Divisions

Pace Addresses the Challenges Facing General Dynamics



Chairman and Chief Executive Officer Stanley C. Pace spoke to a sellout audience at the National Management Association Convair Chapter's Corporate Night on June 18 at the Town & Country Hotel. Pace said in his opening remarks that our company is tremendously innovative, with a history of excellence and a team of highly professional employees. "We have a superb record of technical achievements and many of our defense systems are the headline of our armed services," Pace said.

Pace dealt with the criticism that General Dynamics has received over the past few years and the corrective action measures being taken to resolve these issues and prevent their future recurrence. "The same time and effort have not been put into our administrative policies as in our design and production," Pace remarked. "Our goal is zero defects in all our administrative transactions and procedures."

The Chairman outlined several key issues that comprise the long-range objectives of the corporation:

- The underlying strength of our action plan is the Ethics program and training.
- The need exists for effective two-way communication among our employees.
- We should root out and police our problems on our own.
- Only allowable costs will be submitted to the government.

- New labor charging standards and training have been instituted.
- It is our intent to meet all of our responsibilities to the letter and the spirit.

Pace concluded by expressing the importance of placing the highest priority on restoring public trust in our company. "My goal is to give General Dynamics the best public image of any defense contractor in the industry."

While last week's decision to cancel the Shuttle/Centaur program was disappointing, I'd like to assure each and every one of you at Space Systems Division that it is our intention to go forward and continue to play an active role in our country's space program.

Those of you who were directly involved with Shuttle/Centaur are to be congratulated for engineering and producing hardware that we believe would have benefitted both the military and scientific communities. And, we should all be proud of that effort.

Now is not the time to look back. We need to look to the future and some of the exciting programs in advanced space systems. In the near term, we must concentrate on evolving programs such as Titan/Centaur and the medium launch vehicle.

Our company has a long and proven tradition in space and an unquestioned excellence in designing, building, and launching quality systems. We respect NASA's decision and regret that all your hard work will not afford you the opportunity to see the culmination of those efforts in support of the nation's space requirements.

A.M. Lovelace

Employee Ethics Assistance

Since beginning of the ethics awareness training, employees have begun to seek clarification of certain policies that may have gone unquestioned in the past, and to report possible unethical practices that

could have adverse impact on the company.

John Barrons, Convair's Ethics program director, and Dick Neal, Space Systems' Ethics program director, have been assigned the task of providing confidential access for employees to discuss ethical situations (they make every effort to protect the identity of the inquirer when requested). These Ethics directors are supported by the Legal, Accounting, and Industrial Security departments as well as other departmental and staff resources.

Employees are encouraged to address ethics issues through the Ethics hot lines, walk-in conferences, or letters to the Ethics directors. If you call either Ethics hot line, you will talk directly to the Ethics program director. If you wish to discuss issues in person, Convair's director is located in Kearny Mesa building 1, first floor, Community Relations office (mail zone 11-1330). Space Systems' director is located at Century Park building 2, second floor (mail zone C2-7000).



John Barrons, left, and Dick Neal discuss the General Dynamics Standards of Business Ethics and Conduct.

Hot Line Numbers

Convair38120
Space Systems38367

New Hours for KM Lobby

In response to many requests, the lobby in Kearny Mesa building 1 will open at 6:00 a.m. on business days rather than the current time of 6:15 a.m. This change is effective on Monday June 23.

Scholarship Award Winners

Eighteen daughters and sons of General Dynamics employees were awarded scholarships at the June 18 National Management Association meeting. The \$1,400 scholarships were made possible by scholarship fund donations throughout the year and by a grant from the Reuben H. Fleet Foundation. The scholarship recipients were:

Michael Banks, Monte Vista High School, plans to attend Stanford or Harvey Mudd. His parents are Emmett and Kathleen Kimmy. **Cristy Emerson**, daughter of Jack and Claudia Emerson, graduated from University City High School. She plans to attend University of California at Santa Barbara. **Lisa Gauna** graduated from El Cajon Valley High School and will attend University of California, San Diego. She is the daughter of George and Angie Gauna. **Elize Grazzini**, a graduate of Coronado High School, is the daughter of Robert and Joyce Grazzini. She plans to attend University of California, San Diego. **Beverly Hild**, daughter of Robert and Joan Hild, graduated from the Academy of Our Lady of Peace. She plans to attend University of California, San Diego. **Brent Koba** plans to attend Harvard University. He graduated from Chula Vista High School and is the son of Kenneth and Katherine Koba. **Janet Kohrmann**, graduate of University City High School, is the daughter of Howard and Carol Kohrmann, Jr. She plans to attend San Diego State University. **John Kornmayer** plans to attend Loma Linda University. He is the son of Gary and Anne

Kornmayer and graduated from Gompers Secondary School. **Wayne Lee** graduated from University City High School and plans to attend University of California at Berkeley. His parents are Raymond and Mei-Jai Lee. **Frances McEvilly**, daughter of Robert and Kathleen McEvilly, Jr., plans to attend University of California, Davis. She is a graduate of University High School. **Debra Marshall** graduated from El Cajon Valley High School. The daughter of Roger and Marilyn Marshall, Debra plans to attend University of California at Santa Barbara. **Joseph Mason** plans to attend University of California, San Diego. He graduated from Christian High School and is the son of Charles and Lorraine Mason. **Janette Matthias**, daughter of Brian and Carolee Matthias, plans to attend San Diego State University. She is a graduate of Mira Mesa High School. **Lisa Morin** plans to attend Trinity University. She graduated from Point Loma High School and is the daughter of Robert and Regina Morin. **Kathleen Rager** is the daughter of James and Betty Rager. She is a graduate of Patrick Henry High School and plans to attend University of California, San Diego. **Karen Soltmann** graduated from Madison Senior High School and plans to attend University of California, San Diego. Her parents are John and Ida Soltmann. **Pablo Uribe**, graduate of Bonita Vista High, is the son of Adam and Darlene Uribe. He plans to attend University of California, San Diego. **Mara Vitols** plans to attend University of Michigan or UCLA. She is the daughter of Hugh and Karin Kratz and graduated from La Jolla High School.

Names in the News

Several Space Systems and Convair employees recently made presentations and provided leadership at the 45th Annual International Conference of the Society of Allied Weight Engineers (SAWE) in Williamsburg, Virginia. Bob Johnston (Dept. 111) attended as international executive vice president-elect and as co-chairman of the Cost/Weight Interface session. John Kessler (Dept. 891) attended the Board of Directors meetings as director of the Computer Application session. Buddy Oman (Dept. 891) served as co-chairman of the Computer Application session. Fred Burkhart (Dept. 891) served as co-chairman of the Preliminary Design session. John Nakai and Mark McCray (both of Dept. 891) coauthored a paper entitled "Strategic Defense Initiative — Mass Properties Challenges," which John Nakai presented. Sandra Witt (Dept 711-2) prepared and presented a paper entitled "The Critical Measure of Space Transportation Effectiveness" in the Cost/Weight Interface session. The International Board of Directors also presented the prestigious award of Fellow to Willard E. Caddel, a recent Convair retiree.

Heads Up: Security Self-Inspection

The following are questions asked by DIS inspectors during a recent inspection at Land Systems Division. They also represent questions that will be asked of all cleared employees over the next four weeks during our security self-inspection in preparation for the DIS inspection in September.

Take five minutes to quiz yourself on these security questions. The answers can be found in the Security Handbook and the Security Manual.

Clearances

- Do you have a DoD clearance? If so, what level? Any special access?
- Does your job require you to have this clearance?
- When were you last briefed on safeguarding procedures?
- What was the last date you had access to classified material? What level?

Documents

- Are all documents you hold justified by an active contract, RFP, or special study approved by DoD?
- When did you last generate classified material? Where was it typed? Do you have any working papers? What did you do with the waste?
- Are all classified documents recorded with Master Document Control (MDC)?



The 1986 NMA Scholarship recipients.

in Industrial Security? If not, why not?

Records

- Do you use personal computers, display writers, or other word processors for classified work?
- Are required records on hand to verify each use of the equipment?
- Was the area and equipment approved by the Industrial Security manager before initial use?

General

- When was your security container combination last changed?
- When did you last hand-carry classified material on a trip?
- Have you traveled abroad lately?
- Have you attended any professional conferences where representatives of designated countries were present? (See note below.)
- Have you ever received a security violation? Do you know anyone who did in the last couple of years?
- Do you have a copy of the Convair Security Handbook?

Reports

- Does the term "adverse information" mean anything to you?
- What would you do if a subordinate evidenced adverse behavior?
- Are you aware of your responsibility to immediately report:
 - Loss, compromise, suspected

compromise of classified information?

- Planned attendance at meetings where representatives of designated countries may be present?
- Planned foreign travel to or through designated countries?
- Unusual conduct, sudden affluence, excessive use of intoxicants, use of illegal drugs, etc., by any individual involved with classified programs?

Note: A complete list of designated countries can be found on page 9 of the Security Handbook.

Operations Recognizes Employees

During the Employees of the Month quarterly breakfast held in Kearny Mesa's executive dining room, Ken Lake, division vice president - Operations Services Center, and his staff cited those employees who had exhibited outstanding contributions to their respective departments. Lake extended his appreciation for the pride and quality work for which those in attendance were recognized and emphasized the importance of each individual toward the total team effort.

H. Cushman Dow, Convair's general counsel, was also present to extend his congratulations to the employees. "Production is not only the application of tools

and materials, but the application of logic to one's work. You people demonstrate this and support the fact that leadership is action, not a position."

Congratulations to these Operations Employees of the Month. Manufacturing Engineering — Nae Sainz, Duane Dixon, Don Casinger, and Elizabeth Parise. Procurement — Dale Chappel, Joe Stevens, Art Wilson, and Jim Williams. Fabrication & Production Engineering — Ann Martin, David Samuelio, Harold Riley, and Monty Grove. AMS Product Line — Ruth Herring, Harry Johnston, and Louis Berry. Manufacturing/Material Control — Harry VanBuren, Jr., Ted Garcia, Ben Moreno, and Scott Blanck. Aircraft Product Line — Bob Clanton, Jim Langford, Terry Swan, and Mo Mouet. Cruise Missile Product Line — S. Sedlack, Bob Leonard, Jeff Dockey, and Marvin Kearns. Operations Administration — Paul Kaneyuki, Mack McKerrihan, and Richard DeLuca. Plant Services — Joe Dragonetti, Herman Lockett, Denby Jones, Ray Krebs, and Robert Plummer.

Labor Charging Help Line: Call 24647

Labor Accounting has established a Labor Charging Help Line to assist employees in properly recording their labor charges. Employees and supervisors may call the Help Line for help with labor recording procedures on time cards or automated labor systems (COLLARS or CLAS).

Employees may also call the Labor Charging Help Line if they believe they are following unauthorized or improper labor recording procedures. In such cases, employees may request to remain anonymous and will be assigned case numbers for identification purposes.

The Labor Charging Help Line is now available during first shift-hours, and an answering machine has been installed for use during second and third shifts. The number is 24647.

NMA/CRA ANNUAL PICNIC 10 a.m. to 5 p.m.

**General Dynamics
FAMILY
FUN-DAY**

Sunday, July 20, 1986



Convair Family Fun Day Coming Soon

A pop-up trailer, large-screen TV, microwave oven, color TV, and VCR and camera are just a few of the prizes in the July 20 Family Fun Day drawing at Missile Park. The annual summer picnic is for all employees, families, and friends and includes a full day of activities. Watch the Weekly Log for details.



This One Is for the Birds. While on their way to lunch on Kearny Villa Road, three Convair financial analysts discovered four baby starlings that had fallen from their nest. From left, Barbara Stewart, Paula Taylor, and Carol Holland rescued the stranded birds, kept them in a box until after work, and asked Marshall Geller to deliver them to Project Wildlife, where they will be cared for until they can be released. Audubon would be proud.

Jack Cram was a frustrated pilot. The war was passing him by. He wanted to fight the enemy, not ferry generals and supplies over Guadalcanal in 1942.

Part II: Cram's "Blue Goose"

Reprinted with permission from Leatherneck magazine.

Cram's crew was working on the PBV. None had been in combat before. Kirby manned the .30 caliber gun in the bow; Metz and Horton took over the .50s in the waist blisters (port and starboard), and Hoffman squirmed into his radio perch. Anderson was the engineer's standby. The torpedoes had been attached.

It was time. Cram nursed the plane down the shattered matting. (The strip had been hit the night before and hadn't been fully repaired.)

He fought it, sweating as he did so, into the air. One additional ton under each wing...He was off...climbing...

Soon they could see their targets: the transports. The Marine Wildcats were in the air, the SBDs were clawing for altitude. The 30 Zeros on station were being relieved by 30 more.

As the "Blue Goose" topped 9,000 feet, Metz, Horton, and Kirby test-fired their machine guns. Cram checked his crew over the intercom. Each man rogered, "Ready!"

The Marine fighters were going into action. Cram could see the lead SBD roll

over on its back and go into the attack dive. The mud-brown Zeros joined the battle.

Cram hunched forward. "This is it," he told the crew. "Good luck!" And he shoved the stick into the firewall.

The lumbering Catalina went over on its nose and into a steep dive. Cram had picked out his target: a transport. The plane was doing 270 miles an hour! It was built never to go beyond 160!

The major watched as the needle climbed. The huge umbrella wings shrieked and groaned under the strain. They were literally flapping like a bird's.

Cram slowly pulled back on the yoke. The "Blue Goose" responded well. He leveled off at 100 feet, and went whistling past a Japanese destroyer. He was approaching his target now at 75 feet. Flak was knocking the Catalina around, but Cram never faltered.

The men on the guns were strafing targets of opportunity.

Cram aimed his plane toward the transport. Holding the plane steady with his left hand, he jerked back on the release toggle. The first torpedo smacked the water and bored toward the hull of the transport. Cram yanked the second toggle, and the remaining torpedo dropped. It was on its way.

As Cram pulled out of his run, enemy flak sheared off the navigator's hatch.

As Cram fought to gain altitude, he saw that five Zeros had pulled away from the Catalina. Glancing over his left shoulder, he noted with pride that the Japanese transport was going down.

— Conclusion Next Week

Attention, EXCEL and CRP Recipients

If you received an EXCEL, CRP, or Extraordinary Achievement award before January 1986 and have not redeemed your merchandise certificate, you have until June 30 to apply for a reissued award form. Without a new form, your merchandise certificate will no longer be valid. To receive a reissued form, mail your current form to Gayle Everidge, MZ 33-1320, with a note indicating your current mail zone.

Receiving a Degree?

If you or someone in your department has recently received a degree, or will at the end of the semester, the *Weekly Log* would like to know. Please submit the name of the individual, the person's department, and the degree earned to the *Weekly Log*, MZ 11-1330.

Overhead Expense Report Training for Convair

Classes for the mandatory overhead expense report training are being held Friday, June 27. All Convair salaried employees who travel on company business and have not attended this class are required to receive this training. The Kearny Mesa class will be held in building 17, room 2, at 7:30 a.m. The Lindbergh Field class will be held in building 14, auditorium, at 1:00 p.m. For information, call 39935.

During last Wednesday's NMA meeting, one of the questions asked from the floor suggested that the guaranteed confidentiality of the corporate-wide Ethics program was suspected of being breached. The Ethics program directors at both Convair and Space Systems Divisions are senior members of management, not subject to intimidation. We regularly monitor that program and have found no evidence that there has been any betrayal of an ethics conversation/telephone call since the inception of the program. You may, therefore, continue to use the program in complete confidence — as Chairman Stanley Pace strongly stated in his speech.

Employment

For the week ending June 13, Convair Division employment was 8,958; Space Systems Division employment was 3,002.



GLCM Group Excels. Group EXCEL awards were recently presented to Department 637 employees for their outstanding accomplishments in manufacturing GLCM VHF main operating base terminals. The group overcame many obstacles and successfully delivered the terminals ahead of contract schedule. The recipients are, front from left, Lee Erquiza, Kathy Simpson, Hiroko Whitney, Connie Whitson, Ana Oldenburg, Debbie Cobb, and Dixie Blommer. Back row, John Njaa — chief, Dennis McCann, Lena Armenta, Greg Burns, Kerry DeBlois, Helen Garrison, Jerry LaBranche, and Greg Satuche. Robert Voss, Theresa Hopkins, David Goodman, and Robert Graham were not available for the photo.

Published by General Dynamics Convair & Space Systems Divisions



Members of the National Space Development Agency of Japan and NASA officials recently visited Space Systems to view the power system test bed and to discuss the technical interface between our 20 kHz system and the Japanese power module, which could be used for the manned space station. From left: Dr. Takihihi Kato, Sam Nassiff, Naoki Tsuya, Roli Rice, John Dunning, Fred Terren, Isao Iizuka, Masaoki Kuzumaki, and Cam Forrest.

NASA Chooses 20 kHz Power for Space

NASA recently named the 20 kHz resonant AC power system as the baseline power system for the manned space station, the unmanned co-orbiting platform, and the unmanned polar platform. Program-related research and development work began in 1978 with a study that showed how a high-frequency AC power system could provide overall advantages to the program and the wide range of users.

Mickey Cornwall, Power Systems Technology, was instrumental in initiating the 20 kHz concept. Working as a team, Mickey, Jim Mildice, Dave Peterson, and Loran Wappes developed and tested the power system through NASA/LeRC and IRAD support. The team is currently completing a 25 kHz test bed for NASA/LeRC and a 5 kHz test bed for NASA/Marshall.

The space station represents the next major U.S. commitment in space. It must meet the needs of a broad spectrum of national and international users to fulfill its program goals. Efficient delivery of power is key to its success.

TLAM-D Performs Successful Flight Test

The second submunition-dispensing Tomahawk land-attack missile (TLAM-D) was successfully launched June 14 at White Sands Missile Range near El Paso, Texas. The missile flew a circular course during the 300-mile, 90-minute test, dropping inert bomblets over the target. All ejectors, separators, and foam packs functioned as planned. The vehicle was recovered after the flight.

Congratulations to the Tomahawk team for another success.

America the Beautiful

In recognition of the centennial of the Statue of Liberty this Fourth of July, the Weekly Log is featuring this story about one of the millions of Americans who represent the spirit of freedom and democracy.

His parents were Vietnamese citizens studying in France when he was born in 1950. They were not married, and when they had to return to their native land, social stigma and family tradition forced



Shawn Tran is proud to be an American.

them to leave their son in a Catholic school in France. Shawn Tran was five years old when his uncle took him to Viet Nam and left him with his grandparents in the countryside.

Shawn spoke only French. But through the help of relatives and formal schooling, he became fluent in Vietnamese and English. After finishing high school, he was employed by the U.S. State Department as a counterintelligence agent to help establish a network for identifying Communist activity during the Viet Nam War.

After receiving Navy Seal training, Shawn spent seven years participating in combat missions, rescuing P.O.W.s, teaching English to South Vietnamese troops, and investigating terrorist activities. He was captured by the enemy, and escaped.

Shawn's motivation for these acts: freedom.

When Saigon was under siege, Shawn was instrumental in the evacuation of many refugees. The Viet Cong had a reward out for his capture. He hid by day and moved from house to house by night to avert capture. To tell of his dire situation, he wrote letters to former Seal team friends in the U.S. His friends responded by arranging his passage to America. Shawn fled Viet Nam on one of the last flights out during the fall of Saigon.

From Guam, Shawn went to Camp Pendleton, where he received a commendation from the base commander for helping refugees adjust to American lifestyle and culture. He enrolled in San Diego State University and received a B.S. in accounting. He was granted U.S. citizenship in 1981 and joined Convair as a senior accounting

analyst in 1985. Shawn recently transferred to Information Resource Management, where he now works as a senior management systems analyst.

Shawn said that "he abandoned his independence" on July 4, 1985, when he married Yendi, a Viet Nam refugee who managed to escape imminent death at the hands of the Communists.

"When in Viet Nam, I trusted Americans and they trusted me. Now that I am an American citizen, I can dedicate myself to a country of freedom and opportunity, my new homeland," Shawn said. "Even with our problems, this is the best country in the world."

Shawn Tran is proof that America is still the "land of the free and the home of the brave." Happy Fourth of July.



Pat Rye, national president of the Association of Visual Communicators, presents the 1986 Audio-Visual Department of the Year awards to J. Scott Crist, supervisor - Motion Pictures & Television.

Convair Receives Film Awards

At a recent awards ceremony in New York, the Association of Visual Communicators recognized Convair's Motion Pictures & Television department for outstanding production of two films that are currently in use throughout the corporation.

"A Job Worth Doing" received a bronze award in the corporate communications category. This film, produced by Convair with support from our corporate office and the Fort Worth Multimedia department, gives an overview of each General Dynamics division and its product lines.

The second film, "Your Values...Our Values," was awarded a Certificate of Merit in the employee communications category. This film introduces the Ethics Awareness training that is currently underway throughout the corporation.

There were nearly 400 entries in this year's competition. According to Ron La-

Voie, competition chairman, "The level of production quality and content was higher than for any previous year."

Congratulations to the Motion Pictures & Television team for a job well done.

Take Time For Time Cards

Below are changes and clarifications found in the recent revision of the Labor Accounting Manual 3-1-1.

- If a preprinted TDC is not used for any reason, mark it (according to the instructions found in LAM 3-1-1, page 3) and turn it in to Timekeeping at the end of the week.
- The charge number (WAP, T-serial, etc.) must be entered on the TDC for each task at the time the task is initiated. Preposted charge numbers (those without a check mark) will be considered discrepant.
- A supervisor may designate another exempt salaried employee to review and sign TDCs when he or she is not available (see LAM 3-1-1, page 17). Keep records of the designated alternate in your department and available for audit.

If you have any questions concerning labor recording procedures, call the Labor Charging Help Line, 24647.

Part III: Cram's "Blue Goose"

Reprinted with permission from *Leatherneck* magazine.

As Cram pulled out of his run, enemy flak sheared off the navigator's hatch.

As Cram fought to gain altitude, he saw that five Zeros had pulled away from the Marine fighters and were bearing down on the Catalina. Glancing over his left shoulder, he noted with pride that the Japanese transport was going down.

The smile was quickly erased as the enemy fighters closed in on the Catalina. All three guns hammered at the Zeros. It was "dive, loop, and come back in," but the PBY continued heading for Henderson Field. The 12-mile flight back to Guadalcanal seemed to take an eternity.

As the plane lumbered over Henderson Field, Cram cut the throttle and prayed. A Zero was on his tail, and the guns of the enemy's fighter were chewing up the Catalina's fuselage.

Lt. Roger Haberman was in the landing circle, wheels down. His F4F was smoking. Haberman realized Cram's fix, and with his wheels still down, came up behind

the Zero and stitched it until it exploded. The Marine lieutenant then completed his traffic circle and landed.

Cram muscled the plane onto the field. Through the 45-minute flight, most of it as a target for the Japanese, no one was hurt! Horton had a shrapnel scratch, but judged it "minor."

But it was not over. Cram had to report to the commanding general. "The Blue Goose" belonged to Maj. Gen. Geiger. Cram's report?

"Sir, they hit us with everything in the house. There are at least 160 holes in the plane from 7.7, 20-mm cannon, and shrapnel. The starboard engine was hit; both gas tanks were punctured. The starboard oil tank has several holes in it. The port propeller is punctured and both port struts are damaged. The port aileron torque tube is holed and there are about 23 holes in the wing, with another 18 in the hull. The rudder, vertical fin, horizontal stabilizer, and elevator tabs were almost shot off and they have to be replaced. The navigator's hatch is torn off; the port tire is punctured and the port blister is broken.

"That's all, sir..."

The general pretended to read him the riot act. "You were told," Maj. Gen. Geiger said, "not to damage my aircraft!"

But somewhere, from in back of the room, an officer began to laugh. And it proved contagious. Suddenly everyone in the room, including the general, was laughing and congratulating "Mad Jack" Cram.

Back at the field, the crew of the "Blue Goose" began patching up what was left of the Catalina. Wire, rivets, putty, tape, cloth, chewing gum, and baling wire ... And later that afternoon, with Cram at the controls, the "Blue Goose" headed back to Espiritu.

She limped down the runway on a half-inflated tire, but she hiked herself into the air.

Jack Cram had found his war. He had been in combat.

He would receive the Navy Cross.

NMAACRA ANNUAL PICNIC 10 a.m. to 5 p.m.

**General Dynamics
FAMILY
FUN-DAY**

Deposit card in appropriate drum at park entrance • Must be present to win

Sunday, July 20, 1986



Employment

For the week ending June 20, Convair Division employment was 8,966; Space Systems Division employment was 3,020.

Published by General Dynamics Convair & Space Systems Divisions

Convair and Space TWIN Recipients



Anne Rowe, left, and Nancy Kimerly display their TWIN awards.

During the recent YWCA Tribute to Women and Industry (TWIN) annual awards ceremony, Space Systems' Nancy Kimerly and Convair's Anne Rowe were recognized for their outstanding commitment to excellence and professionalism. The TWIN program in San Diego began in 1980 to honor women who have made significant contributions to their professions and to recognize companies who are committed to promoting qualified women in management and business.

Nancy Kimerly, manager - Professional Staffing, received recognition for developing and implementing the Professional Staffing procedures for Space Systems and for establishing internal and external communications systems.

Anne Rowe, project coordinator - Advanced Programs, was cited for outstanding proposal development and contract negotiations, as well as effective execution of special assignments.

The week before the awards ceremony, Convair General Manager John McSweeney and Space Systems General Manager Alan Lovelace cohosted a TWIN reception at Kearny Mesa for 250 people including TWIN honorees and CEOs from various companies throughout the country.

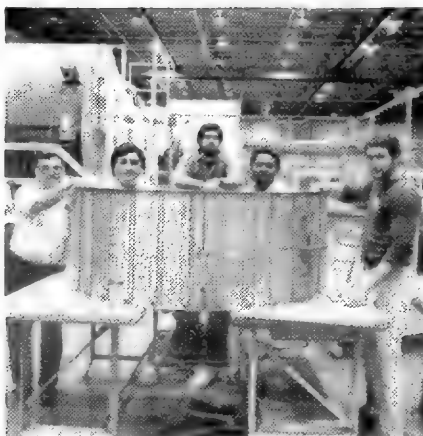
Convair's Carole Black, chief - Engineering Business Administration, is currently serving as the 1986 TWIN chairperson.

Astronaut to Touch Down in San Diego

Space Systems Division is bringing Apollo and Skylab astronaut Alan Bean to San Diego for the Reuben H. Fleet Space Theater and Science Center's five day Space Symposium July 16-20. The symposium, part of National Space Week 1986, will feature prominent scientists, industry professionals, and artists in a series of lectures and discussions.

Bean will speak on Friday, July 18, at 6:30 p.m. in a program entitled "He Walked on the Moon...An Evening with Apollo Astronaut and Space Artist Alan Bean." Symposium guest speakers from Space Systems include Danny Barkman, Raymond J. Gorski, Dr. Bruce Cordell, and Jack Duffey.

The one-hour programs are free and open to the public. No reservations are necessary, but seating is on a first-come, first-served basis. For further information and a complete listing of programs, contact Space Systems' Yolanda Mendoza at 38371 or the Space Theater's Education department at 238-1233, extensions 213 or 203.



Craftsmanship at its Best. Several Space Systems employees recently achieved their goal by completing the first targeted zero-defect Atlas/Centaur payload adapter. From left are Frank Lucio - inspector, Humberto Esquivel - missile mechanic, Jeff Reddenkopp - group leader, Joe Brookins - missile mechanic, and Tom Lawson - missile mechanic (electrical). Congratulations to these employees for a quality job.

Take Time For Time Cards

Division-wide, we've made great improvements in labor recording procedures over the past several months, but we have yet to reach the corporate goal of a 5% or less discrepancy rate. To measure our progress, an audit team is conducting TDC compliance reviews. The auditors randomly select one building each week from all of our San Diego facilities. That building is subject to unannounced checks for the following errors:

- TDC not current.
- Preposted labor charge numbers or hours.
- TDC not in possession of employee.
- Improper corrections.
- TDC not filled out in black ink.
- TDC presigned.
- Illegible, incomplete, or improperly placed entries.
- Other "mechanical" errors.

To meet our 5% or less goal, every employee should be familiar with the revisions to the labor recording procedures (LAM 3-1-1, dated May 24) that were recently issued. Call the Labor Charging Help Line - 24647 - with your labor recording questions.

NMA Space Systems Meeting

The National Management Association Space Systems Chapter Night will be on Thursday, July 17, at the Islandia Hotel, with General Manager Alan Lovelace as the keynote speaker. Ticket prices are \$12 for NMA members and \$15 for nonmembers. After you purchase your tickets from your booster, call Debbi Broyles at 77436 for table reservations.

Plant Protection Needs Your Help

If you need to have your vehicle towed from one of our parking lots, please notify Plant Protection: Lindbergh Field, 26258, or Kearny Mesa, 75310. Advance notice will alert the officers that the towaway has been authorized and eliminate unnecessary questioning of the towing service by Plant Protection.

Bonding Together for America

U.S. Savings Bond Campaign — July 14-25

The combined Convair, Space Systems, and DSD-Western Center U.S. Savings Bond Campaign kicks off next week. Between July 14 and 25, you will have the opportunity to enroll in our U.S. savings bond payroll savings plan. If you are already enrolled in the plan, you'll have the opportunity to increase your savings.

Unlike the interest rates offered on earlier bonds, the Treasury Department pays interest on Series EE bonds based on the current market rates — 85% of the same rates that you would earn by investing your money in Treasury bills, for example. The interest is compounded semiannually and paid when bonds are redeemed. Your investment is guaranteed to earn at least 7.5%.

To really get you interested in bonds, this year's campaign features daily prize drawings for all current and new bond purchasers beginning Tuesday, July 15. If you are a long-time bond purchaser, your name is already entered in the prize drawing and you will have a chance for prizes every day during the campaign. If you do not already participate in the bond program, the sooner you sign up, the more chances you will have at winning one of the following prizes:

- VCR
- Camera
- TV
- Charger season tickets
- Dinners for two
- Theater tickets
- Plus much more

The 1986 U.S. Savings Bond Campaign will feature some familiar faces telling you

why they buy bonds. We'd like to know why **you** buy bonds. Send your ideas to the *Weekly Log*, MZ 11-1330, before Monday, July 14, and we'll hang your quote in our gallery of famous bond purchasers.



**"We're saving our bonds
for retirement."**

Convair and DSD Wrap Up MPL Conversions

At a recent recognition dinner, Paul Coffoni, DSD division vice president and Western Center director, and Joe Stelmah, director — Operations Administration, presented group EXCEL awards to employees for their superior performance in implementing the Master Parts List (MPL) system for the KC/DC-10 programs.

The MPL, a system that allows visibility and traceability of parts requirements, replaces the Planning Control System, and creates an on-line data management system to better maintain the integrity of the product.

The MPL team managed to make this conversion smoothly despite the fact that the KC/DC-10 program contains the largest planned parts list of all our program.



Congratulations to these members of the MPL team for their rapid and efficient conversion of the KC/DC-10 program.

Looking for the Travel Office?

The San Diego Travel Services office has moved to 8330 Century Park Court, Suite 130. The new mail zone is C3-1960. The new extension is 77660.

Hey, My Vacation Pictures...

When using the CRA film developing services, be sure to fill out your envelope and deposit your film in a drop box before entering the plant. Plant Protection officers are required to take film from you if it is found in your possession when you are leaving the plant.

Employment

For the week ending June 27, Convair Division employment was 8,956; Space Systems Division employment was 2,972.

Convair Family Fun Day Coming Soon

A pop-up trailer, large-screen TV, microwave oven, color TV, and VCR and camera are just a few of the prizes in the July 20 Family Fun Day drawing at Missile Park. The annual summer picnic is for all employees, families, and friends and includes a full day of activities. Watch the *Weekly Log* for details.

Expense Reporting

Below are some reminders when you complete expense reports:

- When you complete expense forms or travel orders, clearly state the business purpose. Describe the specific reasons for the business trip or expense. Do not use abbreviations or acronyms.
 - Type or print the name and title of the person approving the expense form or authorizing document next to the signature.
 - Complete form 7912 (Report of Activity) if the incurred costs are unallowable for recovery under government contracts. Submit the form to Overhead Settlements, MZ 84-1910.
- For further information on the policies and activities listed above, see Standard Practice (SP) B-68 and SP B-69, or call Joe DeMichele, 24835.

The *Weekly Log* is published by Human Resources for employees of General Dynamics Convair and Space Systems Divisions. If you have stories of interest, please call Cal Samuels, 39955, or send them to MZ 11-1330.

Published by General Dynamics Convair & Space Systems Divisions

Convair Family Fun Day — Just a Week Away



A pop-up trailer, large-screen TV, microwave oven, color TV, and VCR are just a few of the prizes in the July 20 Family Fun Day drawing at Missile Park in Kearny Mesa. The annual summer picnic is for all General Dynamics employees, families, and friends. The fun begins at 10:00 a.m. and lasts until 5:00 p.m.

You can't beat the prices. Admission is free — and so are the balloons, coffee, and punch. Rides, games, and ice cream are \$.10; sno-cones, soft drinks, and cotton candy are \$.20; and hot dogs and beer are \$.25.

IBM cards will be distributed with the July 18 paychecks. To enter this year's prize drawing, bring your card with you to the picnic. Deposit it in the appropriate hopper, which will be located at the park entrance. You must be present to win.



Artificial Intelligence class graduates (seated from left): Joseph Johnson, Lon Ficke, Ginger Barnett (instructor), Gerry Szatkowski, Barry Kevin, and Bob Schroeder. (Standing) Steve Biafore (DSD-WC), John Dire, Bob DiNal (acting division vice president - Research & Engineering), Dave Binney, and Steve Babb.

Artificial Intelligence

A group of Space Systems employees recently graduated from the first of a series of classes on Artificial Intelligence (AI). The class, taught by Data Systems Division-Western Center's Ginger Barnett, covered the use of the Automated Reasoning Tool (ART) software package, which is used to generate expert systems. As Space Systems' Gerry Szatkowski explained it, expert systems consist of "a body of knowledge necessary to perform as a human would in a given situation." Graduates of the class are currently working on applying expert systems to robotics, on-board systems, telemetry monitoring, and data compression.

EEO for a Positive Workplace

General Dynamics is strongly committed to the most positive work environment possible. Every employee has the right to be

treated with respect and dignity and to be free from sexual or racial harassment, either oral or written. If you have questions concerning what is meant by harassment, please call your Equal Employment Opportunity (EEO) office. If you know of violations of the General Dynamics EEO policy, report them to your EEO office immediately.

Convair (KM)	39940
Convair (LF)	28919
Space Systems	77888



Jim Reed (second from left), manager - Systems Predesign & Guidance Technology, presents Nat Cohen a \$300 award for filing a patent application while Brad Sowers (far left), director - Systems Predesign & Guidance Technology, and Joe Nicosia, chief - RF Technology, look on.

Patent Awarded for Power Divider System

Convair's Nat Cohen, a senior engineering specialist - Systems Predesign & Guidance Technology, was recently awarded \$300 for filing a patent application on his RF power divider system. His invention was developed in response to a requirement for more flexibility in redirecting INTELSAT communications satellite sig-

nals. Cohen's RF power divider allows transmitted signals to be redirected to specific areas around the world to form a system that can be shared by many international communications systems.

Take Time for Time Cards

Watch out for these common errors when preparing TDCs.

Corrections not initialed by the supervisor. LAM 3-1-1 states that supervisors must review and initial corrections and explanations before releasing TDCs to Timekeeping.

No supervisor signature. Employees should not take TDCs directly to a drop station. At the end of each work week, supervisors or a designated alternate are required to review employee TDCs for accuracy and sign them before releasing them to Timekeeping.

No Extended Work Week (EWW) signature. When salaried EWW hours are approved for payment, the EWW signature space at the bottom of the card must be signed by an authorized supervisor. Overtime hours not authorized for payment must be adjusted from the TDC total hours before releasing the card to Timekeeping.

Please direct questions concerning labor recording procedures to the Labor Charging Help Line, 24675.

NMA Space Systems Meeting — July 17

The National Management Association Space Systems Chapter Night will be on Thursday, July 17, at the Islandia Hotel, with General Manager Alan Lovelace as the keynote speaker. Ticket prices are \$12 for members and \$15 for nonmembers. After you purchase your tickets, call Debby Broyles at 77436 for table reservations.

Looking for Systems Engineers

Convair's Advanced Programs Systems Engineering department needs systems engineers. Experience in systems interface integration, systems change integration, and systems project engineering is preferred. If you are interested, or know someone who may be, refer to the Convair PEP Bulletin for further information.



Project T.E.A.M. Continues with Improvements. In a recent awards ceremony held in the Cruise Missile Final Assembly Area, Ed Squires, division vice president - Cruise Missile Product Line, congratulated members of the Fuel/Flush and Checkout groups for achieving their goals set under Project T.E.A.M. The groups were specifically recognized for having zero QARs charged against them during the one-month recording period.

Payroll Savings Really Works!

Now you have the convenience of automatic payroll deductions toward your U.S. savings bond purchases — and you can control the amount. For as little as \$.50 a week, you can be a part of this sure-fire investment program.

High Market Interest Rates

Bonds now pay variable rates — just like the rates paid by money market accounts. There's no limit to the interest savings bonds can earn. For example, since the variable rate went into effect in 1982, interest rates on bonds have averaged more than 9%. But to earn the variable rate, you must hold your bonds for at least five years.

Guaranteed Minimum Return

In addition to high variable rates, savings bonds offer the protection of a guaranteed return on your investment. That means you can earn much more than the guaranteed minimum of 7.5%, but never less. That way, if rates in the financial market drop, your bonds are protected. By holding your bonds for five years, you automatically get the guaranteed return.

Important Income Tax Savings

Interest earned on bonds is exempt from state and local income taxes. In addition, federal tax on interest earned can be deferred until you cash in your bonds. Bonds also provide tax advantages if you hold them until retirement (most people are in a lower tax bracket after retirement).

Complete Safety

Guaranteed by the U.S. Treasury Department, savings bonds are a safe investment. They are registered securities that are easily replaced if lost, stolen, or destroyed.

A Liquid Investment

Unlike many investments that require you to commit your funds for longer periods of time, bonds can be cashed in any time after six months for half of their face value. After five years, your bonds pay full face value plus interest.

Buy U.S. Savings Bonds

U.S. Savings Bonds Summer Full of Fun Four Winners Each Day!

- ★ VCR
- ★ Cameras
- ★ Color TVs
- ★ Compact Stereos
- ★ Exercycles
- ★ Dinners for Two
- ★ Zoo Passes
- ★ Sea World Passes

- ★ Charger Season Tickets
- ★ Plus Much More...

Grand Prizes

- ★ Cruise to Alaska
- ★ Hawaiian Vacation
- ★ Caribbean Cruise

During the combined Convair, DSD-WC, and Space Systems 1986 U.S. Savings Bond Drive July 14-25, all current bond purchasers are automatically eligible for the Summer Full of Fun drawings, which

will be held every morning during the campaign.

New participants: As soon as you sign up, your card will be entered in the daily prize drawing. Sign up early for more chances to win.



1986 U.S. Savings Bond Campaign Kicks Off.

Participating in a festive beginning to this year's bond drive are (from left) Gail Everidge - Convair and overall campaign coordinator, Tom Madara - U.S. Treasury Department savings bond district director, Mike Schweitzer - Space Systems coordinator, Joan Liff - DSD-WC coordinator, and Bernie Wolf - U.S. Treasury Department. George Roos, Convair division vice president - Human Resources, Bernie Kulchin, Space Systems division vice president - Human Resources, and Paul Cofoni, Data Systems Division vice president and Western Center director, will co-chair the campaign as the three divisions work for 2,750 new bond purchasers.

EMOS Reminder

An EMOS message that contains General Dynamics Private Information must not be printed on an unattended printer. If you print a Private Information message, make arrangements to have someone on hand to retrieve it immediately. Leaving a Private message unattended on an EMOS printer is a security violation. For further information, see the Convair Security Manual and PAM 3-34.

Register for In-plant Courses

Registration for the fall semester in-plant Community College courses will be held as follows.

- Lindbergh Field — Tuesday, July 15, 2:00 to 5:00 p.m., Bldg. 14 auditorium.
- Kearny Mesa — Wednesday, July 16, 2:00 to 5:00 p.m., Bldg. 2 lobby.

Employment

For the week ending June 27, Convair Division employment was 8,930; Space Systems Division employment was 2,960.

CONVAIR

WEEKLY LOG

SPACE SYSTEMS

Published by General Dynamics Convair & Space Systems Divisions

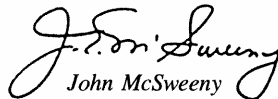
Systems Status Review/Contractor Operations Review (SSR/COR)

We anticipate a customer audit in late September. This audit is referred to as an SSR/COR. The acronym stands for Systems Status Review/Contractor Operations Review. These audits are conducted by our customer to evaluate the adequacy of contractor business systems and to measure the effectiveness of compliance to these systems. The audit/review is conducted by representatives of the Defense Logistics Agency and Department of the Air Force/Air Force Contract Management Division.

This type of audit differs from other governmental audits, surveys, and evaluations in that it encompasses all functional areas and their interactional impact upon each other. The areas typically selected for review are: Engineering, Operations, Quality Assurance, Contract Management, Subcontract Management, Property, Safety, Financial Management, and Human Resources.

Our entire division has worked very hard to develop and implement our business systems, and we now have an opportunity to demonstrate to our customers the sound systems and controls that we have put in place.

I have directed my vice presidents and directors to perform continuous self-audits within their respective organizations. To successfully pass the review by our customers, we will need the dedicated effort of every employee. I will be keeping you informed of the actions that we are taking to prepare ourselves for this very important review. Thank you for your support.



John McSweeney
Convair Vice President & General Manager

Manufacturing Technology Solves Weld Problems

Until last year, Atlas fuel mandrels — fuel measuring devices — had a twenty-year history of high rejection and scrap rates caused by the porosity resulting from electron beam welding. Fortunately, General Dynamics has a valuable resource to draw from in solving welding problems — the British Welding Institute (BWI). General Dynamics has long been a member of the BWI, and membership includes the privilege of using the institute's laboratory and facilities.

Convair welding engineers Gordie Lundquist, Gib Gilbert, and their chief, Bob Schneider, realized that a newer welding process — inertia friction welding — could potentially solve the fuel mandrel problem. Acting with approval from the Atlas program office, they sent a description of the problem along with parts specimens to the BWI. In response, BWI's Dave Nicholas, world expert on inertia friction welding, produced samples of fuel mandrels welded with the new process. The samples were of such high quality, remembers Lundquist, that they were "the answer to our dreams."

Now, the porosity that caused so many problems is practically nonexistent, thanks

to inertia friction welding. Consequently, implementation of the system has resulted in \$7.9 million in cost savings over the life of the Atlas program.

Dave Nicholas recently visited San Diego to see the end results of his laboratory work. He also furnished Aircraft/Production & Support engineers with new technology data that could result in future changes and additional savings.



Bob Schneider, Productivity and Aircraft/Production & Support, congratulates Dave Nicholas (left), British Welding Institute, on his role in their effort to develop an inertia friction welding process for Atlas fuel mandrels. Gordie Lundquist (second from left) and Gib Gilbert look on.

Choice of Credit Unions Available

The Kearny Mesa Federal Credit Union is now available as an additional credit union for employees of Convair and Space Systems Divisions.

Regardless of which San Diego facility you work at, you may join the Kearny Mesa Federal Credit Union, the Point Loma Federal Credit Union, or both. Payroll deductions will be provided for both credit unions.

Please do not contact the Employee Benefits office at this time; the next edition of the *Weekly Log* will provide detailed information on membership packages and signup procedures.

It's Not Just Static

The sparks that fly when you separate your laundry are the result of static electricity — a common phenomenon. In industry, those same sparks are electrostatic discharge (ESD), which can adversely affect electronic subcomponents on products that include video games, personal computers, and even cruise missiles.

Dr. Mary Kay Goodwin, group engineer — Procurement Quality Assurance (PQA), knows the importance of controlling ESD in the workplace. She first became aware of ESD as an industrial concern when Convair sent her to a China Lake soldering program as part of the Human Resources Training department. As a member of the Electrical Overstress/Electrostatic Discharge (EOS/ESD) Association, she learned the technical ramifications associated with ESD. For example, it takes 3,500 volts for a human to feel ESD in the form of a shock, but as little as 30 volts can damage a microchip. Such a shock is relatively easy to induce in the workplace and the damage can significantly decrease the reliability of the final product.

The solution was technically simple: anyone who handles susceptible subcomponents should be aware of ESD as a problem and routinely use preventive equipment. Key to the solution was a thorough education program.

Mary Kay conducted a survey of EOS/ESD Association members and concluded that the most successful ESD training programs are those tailored to individual companies. Her findings, along with a Convair needs assessment, resulted in the ESD

training sessions offered by Educational Services, which Mary Kay conducted for more than a year.

Mary Kay is still active in ESD-related issues, although she is no longer involved in training. Through her work in PQA, she keeps an eye on subcontractor compliance with ESD contract requirements. Most recently, Mary Kay earned her doctorate from the University of Northern Colorado. In her dissertation, she presented a comprehensive ESD awareness program that can be adapted to suit a wide range of industrial manufacturing needs.

What's ahead for Mary Kay? Currently, she is part of an EOS/ESD Association group that is working to incorporate ESD awareness into engineering degree programs. In September, she will attend an EOS/ESD Association symposium that will serve as a forum for the exchange of new findings in ESD research.

Anyone interested in the symposium or the current status of ESD work is welcome to contact Mary Kay at 38949.



Dr. Mary Kay Goodwin displays an ESD awareness poster that is part of the ESD educational program at Convair.

Getting to Know You

Recently, Rudy Molina, Convair division vice president - Quality Assurance, his staff, and twenty QA employees were part of the first Getting to Know You picnic in Missile Park. Getting to Know You is a new motivational program developed and implemented by Molina. The program's focus is on the personal side of employee relations through lunch-hour picnics for employees and QA staff members. In a relaxed setting, away from the workplace, Molina hopes to develop a personal rapport among employees and the QA staff.

Every other month, twenty employees will be randomly selected to participate in the program and have the opportunity to learn more about their coworkers in Quality Assurance.

Convair's "Factory of the Future"

One of the many innovative projects being implemented at Convair is the Paperless Factory System (PFS) — a computerized work instruction (pictures and text) system for cruise missile assembly and test operations.

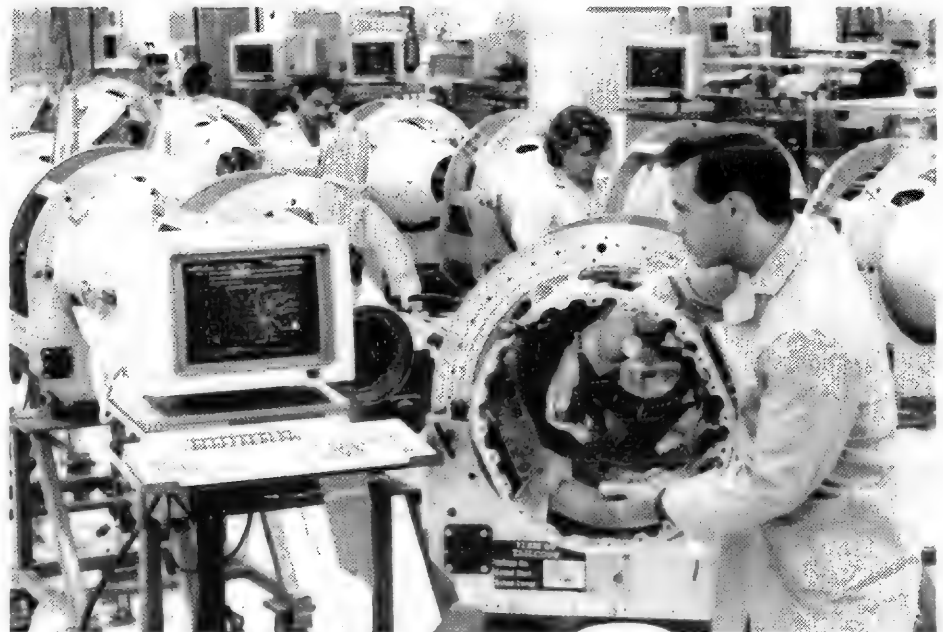
Jim Dooley, Manufacturing Technology, has been involved with the system since its inception. Commenting on PFS he said, "In 1982, each division was challenged by the Productivity directors to propose a high-potential, high-visibility productivity improvement project that would not ordinarily be attempted. The project selected was the Paperless Factory System."

"Our programmers [Convair and Data Systems Division-Western Center] com-

pletely developed the work instruction display manager and other application software, which are the heart of the PFS," said Sergio Lopez, project manager - DSD-WC.

Bar code data identify part kits to the system, which responds by displaying the appropriate work instructions. The system maintains start and completion data on each operation. Benefits include improved planning, better traceability, cost monitoring, cost reduction, and enhanced configuration management. Above all, the system eliminates costly and time-consuming paperwork.

Convair's Paperless Factory System is yet another example of how creative people, working as a team, can increase productivity and keep us ahead of the competition.



From left, Tong Van Bui, Steve Rodriguez, Petra Seiwil, and Grant Goulet use the Paperless Factory System.



Quality Assurance employees enjoy themselves at the first Getting to Know You picnic.

7/21/86

A Smart Buy

Smart savers and savvy investors realize that today's savings bonds are the best savings plan ever offered to all Americans.

They know that bonds now offer a unique combination of features that really pay off: market-based interest rates with a guaranteed minimum, complete safety, and valuable income tax advantages. And, the convenience of the Payroll Savings Plan allows them to automatically build a cash reserve that may start out small but can grow and grow.

No Ceiling — Guaranteed Floor.

There's no limit to what you can earn. No matter how high market rates may average, your bonds will keep up. And all this for as little as \$25, the price of a \$50 EE bond.

Bonds held five years or more not only earn market-based interest but also come with a guaranteed minimum rate of 7.5% per year, compounded semiannually. The guaranteed rate protects you in case market rates decline. Bonds fully mature in 10 years.

Tax-Free Investment for College Education. If you have college costs ahead, buy U.S. savings bonds in your dependent child's name. You may have yourself listed as beneficiary (but not as co-owner, or you will incur a tax liability). The first year, file a federal tax return in the child's name, listing accrued interest as income and declaring that it is the child's intention to report savings bond interest annually. Under the Internal Revenue Service Code, up to \$1,000 in unearned income (e.g., interest) may be accumulated each year without a tax liability. Therefore, each of your children could own bonds earning up to \$1,000 interest per year (assuming the child has no other income) without subjecting the income to taxation. This first year's return establishes intent and no further returns will be necessary unless income in any year exceeds the filing limitation established by the Internal Revenue Service.



First to Sign Up. Don Moore, director — Quality Assurance, was the first Space Systems employee to sign up for U.S. savings bonds during this year's campaign. Dave Wolff, QA's bond coordinator, was on hand to accept the new member card. Moore has personally challenged other staff members in Space Systems to meet the goal of 96% participation.



"So we agree, then: Bonds are a good investment."
—George Roos, Bernie Kulchin, and Paul Cofoni,
1986 U.S. Savings Bond Campaign Co-chairmen

U.S. Savings Bonds are a good investment. Below are examples of how your investment toward your child's education can grow (7.5% rate).

Child's Age Now	Value of EE Bonds at Age 18 through Monthly Savings of			
	\$25.00	\$37.50	\$50.00	\$100.00
Birth	\$11,092.22	\$16,638.33	\$22,184.44	\$44,368.88
1	10,016.82	15,025.23	20,033.64	40,067.28
2	9,017.74	13,526.61	18,035.48	36,070.96
4	7,227.38	10,841.07	14,454.76	28,909.52
6	5,682.14	8,523.21	11,364.28	22,728.56
8	4,348.46	6,522.69	8,696.92	17,393.84
10	3,197.46	4,796.19	6,394.92	12,789.84
12	2,203.94	3,305.91	4,407.88	8,815.76



Summer Full of Fun Drawings Begin. Ron Reekers, group leader — Department 746, draws the cards for the first U.S. Savings Bond Campaign prize winners and hands them to Gayle Everidge, campaign coordinator. Dickie Beck, Department 281, won annual passes to Sea World; Frank Lovell, Department 036, won a 35mm camera; John Medina, Department 137, won dinner for two at the Atlantis; and Maria Torres, Department 046, won a 13-inch color TV.

"When our daughter started grade school, we started buying bonds to help pay for her college education. She is now in the sixth grade and those bonds are stacking up! What a great feeling and sense of accomplishment!"

— Anthony Coker
Space Systems Dept. 768-0

More Prize Winners

These four employees were prize winners in the July 16 drawing. Charles Goodwin, Jr. (Dept. 979-2), a Schwinn Exercycle; Suzanne Koepp (Dept. 194-6), a \$200 savings bond; Julian Chidester, Jr. (Dept. 441-1) Invader dinner cruise; and John Clarkson (Dept. 554-7), San Diego Zoo passes.

JA Needs Consultants

Junior Achievement (JA) is an organization devoted to helping students learn about economics and entrepreneurship. To serve as a business consultant for one hour each week during the upcoming fall semester, contact Cheryl Specht at 26608.

Congratulations, Graduates

It's certainly true that General Dynamics employees recognize the value of education. While living in a city known for its year-round leisure activities, many elect to spend evenings and weekend hours attending college classes. The following people have demonstrated their dedication to excellence. The *Weekly Log* salutes them for receiving degrees this spring.

Ignatius Chang (Dept. 320-0)

MBA, National University
Kathy Chin (133-0)

BA, University of Redlands
R. Ernie Gaugler (241-0)

MBA, National University
Curtis C. Kellogg (629-0)

BA, San Diego State University
Marlane Kelm (859-0)

AS, Southwestern College
John Kronberger (771-2)

MBA, National University
Bob Mayes (723-0)

BBA, National University
Allan McKenzie (553-9)

MS, San Diego State University
Michael Megert (111-0)

MBA, National University
Cindea Metzler (875-0)

BS, San Diego State University
Mark Moeller (848-0)

MS, West Coast University
Royston V. Parker (848-0)

BVE, California State University,
Long Beach

Laura L. Peck (711-2)

BA, San Diego State University

Linda Romanoff (712-3)

MBA, National University
Edward R. Schultz (194-5)

MBA, University of San Diego
Michael A. Turcotte (404-0)

BS, University of Redlands
Scott Vanlandingham (431-0)

BBA, National University
Cathy Wookey (659-1)

BA, San Diego State University

Ken Yi (617-0)

MS, University of California, San Diego

Photographer Extraordinaire

Most of us know Pete Autio as the man behind the camera. He takes pictures for company ceremonies, awards presentations, and special activities. But recently, Pete was on the receiving end of the snapshot when he was presented with an Extraordinary Achievement Award by Chuck Simmons, director - Program Development Services. The award was in recognition for 16 years of perfect attendance and for continued outstanding dedication and professionalism in support of the *Weekly Log*, *General Dynamics World*, Motivational Programs, the National Management Association, and countless activities and ceremonies requiring photographic services.

Pete was born in Valkeakoski, Finland. At the age of fifteen he joined the merchant marine. In 1941, while docked in Cuba, his ship was seized for political reasons and he spent three months in a confinement camp. Upon release, the ship set sail for New York. Pete called Ellis Island home from December 1941 to February 1942. He joined the U.S. Army in 1943 and was stationed in Europe, where he participated in the Normandy invasion.

Leaving the Army in 1948, Pete spent two years in Boston studying at the Eastern School of Photography. After finishing his training, he worked for a naval ammunition depot for two years, followed by five years with North American Aviation in California. His next adventure was freelancing throughout Europe in a horse-drawn covered wagon.

Pete joined Convair in 1958. Since that time, he has photographed thousands of employees as well as kings and queens, Hollywood celebrities, and presidents. Away from his job, Pete's favorite avocation is golf. He recently judged the Optimist Junior Golf Championship held in San Diego. His daughter won the tournament in 1982 and competed in it again this year.

Pete said that one of the highlights of his career was being elected a member of the American Society of Composers, Artists,

and Publishers. The honor was bestowed upon him primarily for writing a song that was widely popular in Finland.

The *Weekly Log* salutes Pete Autio for receiving his Extraordinary Achievement Award and for his positive contributions to the company.



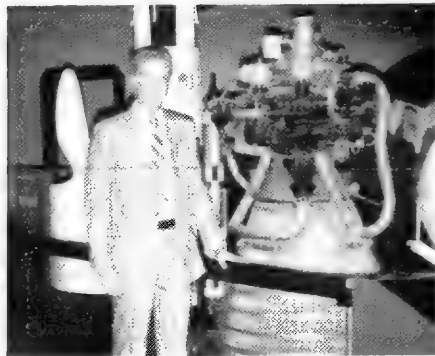
Pete Autio (center) receives an Extraordinary Achievement Award from Chuck Simmons, while Lester Wolf, supervisor - Still Photography, looks on.

Centaur Engine on Display in Chicago

Four years ago, Space Systems' Harold Hahn, engineering specialist, purchased a Centaur RL10 engine from a scrap dealer. He wanted to preserve it and eventually place it on public display.

Hahn worked diligently in his garage to restore the engine. For some time, it served as a neighborhood conversation piece. But on July 1, the Chicago Museum of Science and Industry opened the Henry Crown Space Center, and one of its exhibits was Hahn's RL10 engine. Hahn's display represents Pratt & Whitney's 1960 engine design, used to launch more than 70 Atlas/Centaur and Titan/Centaur rockets for our nation's space programs.

By invitation, Hahn attended the museum's dedication ceremony, held in part to acknowledge those who had loaned or donated pieces to the new center.



Harold Hahn with his Centaur RL10 engine at the Chicago Museum of Science and Industry.

Employment

For the week ending July 11, Convair Division employment was 8,918; Space Systems Division employment was 2,948.

Convair Hosts Tomahawk Program "All Skate"

The Convair Tomahawk Program recently hosted a three-day "All Skate" chaired by Rear Admiral Steven J. Hostettler, Joint Cruise Missiles Project (JCMP) Director. Tomahawk "All Skate" meetings are an important and dynamic forum for all program government and contractor agencies to present status, integrate planning, and discuss issues covering the entire Tomahawk system including the All-Up-Round, launch platforms, and mission planning systems.

The "All Skate" also provided a comprehensive program overview to familiarize Rear Admiral L.E. Blose, who will replace Admiral Hostettler as JCMP Director on August 1, with the major contractor and government agency roles in the Tomahawk program. Presentations were made by 27 contractors and 12 government agencies during the meeting. High-level participants in addition to the two admirals included Dr. Hubert Wang, Director of Strategic Programs, Office of the Assistant Secretary of the Navy; Rear Admiral E.A. McVadon, Deputy Director of the Defense Mapping Agency; Colonel R.A. Fritschie, USAF GLCM Systems Program Director; and other key military and civilian officials involved in the cruise missile program.

During the meeting, Admiral Hostettler, who will be retiring from the Navy, expressed his gratitude and appreciation to the entire Tomahawk team for dedication to the program and to Mike Keel, division vice president and Cruise Missile Program director, for hosting the event. Admiral Hostettler commended this "All Skate" for providing the opportunity to review the program successes and to focus positive momentum on the challenges that lie ahead.

Choice of Credit Unions Available

As noted in the last publication of the *Weekly Log*, General Dynamics employees and retirees now have a choice of credit unions. In addition to the Point Loma Federal Credit Union, you may now join the Kearny Mesa Federal Credit Union.

Representatives from the Kearny Mesa Federal Credit Union will be in the Em-

ployee Benefits office, building 8 at Kearny Mesa, and in the Employment office, building 16 at Lindbergh Field, each Tuesday and Thursday from 11:00 a.m. to 1:00 p.m. for the next five weeks beginning July 29. They will answer your questions and help you become a credit union member.

The Kearny Mesa Federal Credit Union offices are located at 4285 Ruffin Road and 2528 Kettner Boulevard. Employees may also sign up there.

Composite Fabrication Improves at LF

The Manufacturing Technology department recently implemented an automated ply nesting and cutting system to label and cut composite material. Located in Lindbergh Field's building 3, this system rep-

resents a major advance. Before its introduction, composite material had to be hand-marked and cut with templates.

The first step in the new process is entering shape specifications into a computer command system. The shapes can then be moved around, or "nested," on a display screen so that the maximum number of shapes can be cut from a minimum amount of material. The nest is stored on a diskette and transferred to the labeling and cutting machines, which automatically label and cut the composite material exactly as it was arranged on the video display. The material is held in place on long, flat tables by a vacuum while the labeling and cutting heads skim across the tabletops. When the job has been completed, workers lift the precision-cut and labeled pieces off the tables and roll out more material to prepare for another run.



The New System in Operation. From left are plastics fabricator Tim Radi, manufacturing engineer Diane Kyreages, plastics fabricators Randy Dietz, Tom Rivinius, Daniel McAuliffe, and Le Duc Tran, and senior manufacturing engineer Jane Gregory.

Be Prepared

It's Monday morning, and you're at your desk ready to begin the day's work. Suddenly, you sense a strange sensation: a gentle shaking that rapidly grows in intensity. Ceiling tiles break loose, file cabinets tip over, a fan falls from the shelf, windows shatter, and you can hear cracks and groans as the building structure is stressed to its limits.

Would you be prepared for a major earthquake such as the one just described? Would you remain calm and follow earth-

quake safety guidelines and evacuate to your department's emergency evacuation area?

Our recent earthquake activity serves as a timely reminder that we must always be prepared for an emergency. Below are safety procedures for you to follow during and after an earthquake.

During an Earthquake

- Remain calm. Do not run or panic.
- If indoors, stay there. Take cover under a desk or table, in a doorway, or against an inside wall.

- Keep clear of glass windows or doors, unanchored machinery or equipment, and tall objects such as shelves or file cabinets.
- If in an elevator, exit at the nearest floor and remain there.
- If outdoors, move quickly to an open area away from buildings and power lines.
- If in a moving vehicle, pull over to a safe spot, stop, and stay inside the vehicle.

After an Earthquake

- Check for fires and fire hazards, especially gas leaks and damaged wiring. Turn off main valves and switches as necessary.
- Check for injuries among co-workers and render first aid as needed. Do not move seriously injured people unless they are in danger of further injury.
- If conditions warrant an evacuation, proceed with caution.
- Do not use elevators.
- After an evacuation, stay clear of adjacent buildings, power lines, poles, or other structures that might easily topple. Relocate to a safer area, if necessary.

All departments should be completing their evacuation special procedure assignment sheets as outlined in Safety Manual Section 4-3, Emergency Evacuation. Additional copies of the plan are available at the Kearny Mesa (73820) and Lindbergh Field (28244) Fire Stations. Fire Department personnel are ready to answer any questions concerning the Emergency Evacuation Plan.

Still More Prize Winners

The following employees are recent winners in the Summer Full of Fun/1986 U.S. Savings Bond Campaign drawings. Ed Mastaglio (647-0), Sanyo compact stereo; Rusty Babbit (850-0), CRA Health-Fitness Center membership; L. Gonzales (441-0), dinner at the Westgate; Harold Hanks (262-0), Sea World passes; Elizabeth Donohue (134-0), Panasonic VCR; Burt Phillips (979-1), Vivitar 35mm camera; E.L. Cochran (038-0), dinner at Reuben E. Lee; Barbara Ancker (132-0), San Diego Zoo passes; William Knowlton (543-3), Sony Watchman TV; John Roschlau (867-0), CRA Health-Fitness Center membership; A. Arellano (046-0), dinner at Avanti; Jane Neeley (543-3), San Diego Zoo passes; E. Hernandez (015-0), Schwinn exercycle; C. Williams (397-0), dinner at Mr. A's; and R.N. Hallenbeck (877-0), Sea World passes.

May Retirees

Thanks and best wishes for a happy retirement to these employees who retired in May:

Name (Classification)	Years of Service
Harry L. Blackwell Engineering Specialist	7
Armond M. Eggen Sr. Engineer	27
Robert J. Glanville Aircraft Assembly Inspector	2
Juan E. Green Finance Manager	29
Frank P. Holman Engineering Specialist	15
Natalie Jagla Management Clerk	1
Leo G. Kamin Missile Checkout Mechanic	35
Albert S. Keevil Engineering Specialist	25
John L. King Quality Assurance Chief	24
Warren J. Kopasek Mfg. Development Technician	23
Edward Lee Aircraft Assembler	28
Robert L. Morris Technical Buyer	28
Peggy J. Nichols Secretary	17
George S. Payne Tool Project Dispatcher	16
Frederick E. Pearce Engineering Specialist	27
Ivan Keith Raney Sr. Engineer	44
Abraham Sandler Wind Tunnel Model Builder	12
Alfred F. Spencer Secretary	6
Melvin P. Stringfield Engineering Specialist	40
Ralph H. Struck T&O Planner	40
William W. Sundstrom Logistics Support Parts Analyst	37
Frank J. Tylman Administrative Chief	16
Marie G. Walsh Management Statistician	25
Elaine A. Whisman Management Statistician	30
Norma J. Withem Computer System Operator	34

Employment

For the week ending July 18, Convair Division employment was 8,933; Space Systems Division employment was 2,919.

June Suggester of the Month: Good Ideas Pay Off

The June Suggester of the Month award goes to two members of Department 001, William Gaitor and Kenneth Kozielski. While temporarily assigned to Department 036, Gaitor, a leadman, and Kozielski, a power hammer operator, devised a method of reworking rejected armor plates. Implementation of their idea has decreased the need to purchase vendor-supplied parts, resulting in increased efficiency on the TEL program and net savings of \$213,884. As Co-suggesters of the Month, Gaitor and Kozielski shared a \$10,000 award, proving that good ideas do pay off.



William Gaitor and Kenneth Kozielski receive awards as Co-suggesters of the Month. From left: Bill Dickey, Operations manager (Department 015), William Gaitor, Ken Lake, division vice president - Operations, Ron Walters, supervisor (Department 001), Kenneth Kozielski, and Don Tiedmond, Operations general supervisor (Department 001).

Overhead Expense Report Training for Convair

A class for the mandatory overhead expense report training will be held Friday, August 1. All Convair salaried employees who travel on company business and have not attended this class are required to receive this training. The class will held in Kearny Mesa building 17 at 7:30 a.m. For information, call 39935.

Revised Security Manual

The latest revision of the Convair Security Manual has been completed and will be distributed soon. Security requirements and changes will continue to be highlighted in the *Weekly Log*. Supervisors and security representatives are responsible for informing employees of all applicable changes.

Published by General Dynamics Convair & Space Systems Divisions

By now, you've begun to notice some of our Systems Status Review/Contractor Operations Review (SSR/COR) preparatory activity. I thought you'd be interested in what sort of things we're doing to get ready for the audit check, which will begin September 29.

Self-audits constitute the majority of our efforts. We have three teams evaluating hardware in production areas. Each functional area in the division is conducting management self-evaluations, and we will be borrowing personnel from other divisions that have been audited so that they can pass along their experiences.

While these audits will do a lot to tell us if we need adjustments, they won't cover everything. You may be a part of one of the audits, and if so, I urge you to critically examine performance in your area. For those of you who are not involved, you can play a very important role in making sure we do well.

No one knows more about the quality of our efforts than you. I'm not only talking about hardware, but paperwork as well. The quality of workmanship in preparation of reports, data, and so on is no less important! If you think there is a problem, call your supervisor over and explain it. Supervisors will listen carefully.

We have a lot at stake in this review. Never before have we been reviewed in terms of the interrelationships of functions as we will here. Therefore, paperwork, intercommunications in our daily activities, takes on new meaning. You know if it's right or not. If you're not satisfied, don't let it go! Don't settle for less than your best effort.

This division has a lot to be proud of and each of you continue to make this possible. I appreciate your efforts and ask for your full support in demonstrating to the SSR/COR team why we feel such pride.

I thank you,

John McSweeney
John McSweeney
Convair Division General Manager

The Results Are In!

The final results of the combined Convair, Space Systems, and Data Systems Division-Western Center U.S. Savings Bond Drive are in. The goal was 96% overall participation: Space Systems came in at 96.5%, Data Systems at 97.11%, and Convair at 93.23%. Thanks to all departmental coordinators, new savers, and continuing participants for making this year's bond drive a success.



Bond Drive Grand Prize Winners

Richard Roberts (471-0)
Round-trip air fare and one week's stay in Hawaii
Susana Contreras (867-0)
Round-trip air fare and one week's stay in the Caribbean
T.G. Adams (465-0)
Cruise to Alaska

More Prize Winners

The following employees were daily winners in the Summer Full of Fun/U.S. Savings Bond Campaign drawings: E.P. Snook (253-1), 13-inch color TV; Charles Shumway (624-3), \$200 savings bond; Harold Waslik (550-6), dinner at Tom Ham's Lighthouse; Tom Sawyers (431-0), San Diego Zoo passes; Laura Scott (471-0), dinner at the Bahia; Diana Scott (565-5), Health-Fitness membership; Dominick Munizza (961-0), Sony Watchman TV; R.R. Williams (712-0), Sea World passes; Walter Woolford (726-0), Sanyo compact stereo; R.E. Vazquez (756-0), Vivitar 35mm camera; Lee Nottebaum (876-0), Charger season tickets; Robert Born (565-3), San Diego Zoo passes; and J. Lott (117-9), dinner at Top O' the Cove.

Credit Union Update

The July 21 *Weekly Log* credit union notice indicated that employees may join both the Kearny Mesa Federal Credit Union and the Point Loma Federal Credit Union. It is recommended that employees choose one of the two credit unions since automatic payroll deductions can only be implemented for one credit union per employee.



Astronaut Alan Bean visited the Kearny Mesa plant while he was in San Diego for the Reuben H. Fleet Space Symposium held in celebration of National Space Week 1986. From left, Space Systems' Ray Gorski, Mike Simon, William F. Rector III, division vice president - Program Development, Alan Bean, Lee Scherer, director - Commercial Space, Bruce Cordell, and Jack Duffey.



Project T.E.A.M. recently scored another success. For the first time, three of the five groups — Check-out, Fuel/Flush, and Paint — met goals in all areas to achieve productivity rates above the set goals for their individual work areas. Congratulations, team.

What to do Before an Earthquake

There will always be earthquakes in California. But there are steps that everyone can, and should, take to be prepared. Each household should have the following emergency supplies on hand:

- A portable radio with extra batteries
- A few flashlights with extra batteries (Note: Batteries last longer if stored in the refrigerator)
- A first-aid kit, handbook, and required medications
- Water: A few gallons for each household member
- Food: Canned goods, a can opener, and powdered milk for at least one week's meals
- Pipe wrenches and crescent wrenches to turn off gas and water
- An alternate means of cooking that can be used outdoors: barbecue, charcoal, starter fluid, matches. Store starter fluid and matches separately and out of reach of children.
- A small bottle of chlorine bleach for disinfecting water

In addition, you should:

- Know where your gas, electric, and water main shutoff valves are. If in doubt, ask your water, power, and gas companies.
- Have a plan to reunite your family since travel may be difficult or restricted after a major earthquake.

Employment

For the week ending July 25, Convair Division employment was 8,937; Space Systems Division employment was 2,860.

Patent Awarded for Space Truss

The U.S. Patent and Trademark Office recently granted a patent to Anthony J. Vasques (853-0) and Raymond I. Crupi (836-1) of Space Systems, for their invention of a deployable space truss beam. The device involves a truss structure that can be folded into a flat panel and carried into space lying against a satellite. Once in space, the panel is pivoted to point away from the satellite and unfolded to form a long, three-dimensional, tower-like assembly. When used with various space structures, the truss is capable of carrying solar panels and antennas.

Vasques and Crupi each received a \$300 award when the patent application was filed, a \$150 patent issue award, and a patent award certificate signed by Alan Lovelace, Space Systems Division General Manager.



Raymond Crupi and Anthony Vasques examine their patent document.

Graduation in the Park

Convair and Electronics Divisions and DatagraphiX recently cohosted an evening honoring the eighth graduating class of the Urban League's Data Processing Training Center. The class consisted of 18 people who participated in an intensive 15-week course in word and data processing. After refreshments in the CRA pavilion, Convair's George Roos, division vice president — Human Resources, spoke to the graduates and encouraged them to strive for excellence.

Convair has been involved in the advisory committee for the Urban League since the committee was formed in 1984. One of the roles of the advisory group is to provide job placement assistance, and to this end Convair, Electronics, and DatagraphiX have hired a number of graduates of the Data Processing Training Center.

Take Time for Time Cards

Effective August 12, a functional work authorization document must be approved and released before direct labor charges may be made to the task. After that date, direct charges to work orders, in lieu of the serial numbers or direct work authorization documents, will not be accepted. Examples of work authorization documents are shop orders (T-serials), OILs (V-serials), WAPs, QARs, and TMSOs.

In addition, supervisors must make copies of these documents available to their employees when assigning tasks so that direct-charging employees may verify the accuracy of their charge numbers.

Each employee is responsible for the accuracy of every charge number he or she records throughout the week. Employees performing indirect tasks are exempt from these requirements.

Any deviation from this procedure will require written approval from the manager of Cost Accounting and Overhead Settlements. Call the Labor Charging Help Line, 24647, with questions.

Security Tip: Courier Authorization

You must complete Form 6700, Courier Authorization, before transporting any classified materials from one General Dynamics San Diego area plant to another. These forms may be approved by individuals identified by an asterisk (*) in column I of the document approval authorization listing. Courier authorization for hand-carrying classified material to other companies in the San Diego area and all locations outside San Diego must be approved by a designated member of Industrial Security.

CONVAIR

WEEKLY LOG

SPACE SYSTEMS

Published by General Dynamics Convair & Space Systems Divisions

SSR/COR Preparation: You Can Help

In 41 days, the Systems Status Review/Contractor Operations Review (SSR/COR) will begin. We have done a great deal of work already and our preparations will continue. Below are a few questions to ask yourself — as a self-audit — so that you can personally be prepared for the review.

1. *What tells me what my job is and how it should be done?*
2. *Do my work instructions reflect the way my job is really done?*
3. *Will I settle for something less than my best efforts?*
4. *Do I have "unofficial" copies of work procedures? Are they properly marked?*
5. *Do I have tools that require calibration? When do the tools come due for recalibration?*
6. *Do I use materials with a limited shelf life? Are those items current today?*
7. *Do I check the labels (refer to questions 5 and 6) every day before use?*
8. *How does the work I do fit into the overall picture of division operations? What could happen if I don't do my best?*

Convair is just one of the divisions that make up the General Dynamics family. Each of you is a member of the Convair family. And, as in any family event, each member needs to put forth his or her best effort to make the occasion a success. So it is with our upcoming review — the SSR/COR. Your support is greatly appreciated.

1986 Con-Trib Campaign: People Caring, People Sharing

We're proud of claiming San Diego as America's Finest City. But San Diego has its problems, too. Did you know that:

- 25% of San Diego's youth drop out of high school?
- There were more than 42,000 cases of child abuse and neglect reported in 1985?
- Drug and alcohol abuse affects some 150,000 men and women in the county?

We can all agree that these are serious problems. And it's difficult to see how one person can make a difference. That's where Con-Trib comes in. If we all work together, we can make sure that San Diego is America's Finest City.

Convair employees realized this back in 1952, when the Con-Trib Club was formed. From today through August 29, Convair, Space Systems, and Data Systems Division - Western Center will conduct a combined campaign for the annual Con-Trib Club drive.

This year, for the first time, all employees will have the opportunity to attend group meetings and learn more about Con-Trib. Here are some of the more frequently asked questions regarding the campaign.

What is Con-Trib?

The Con-Trib Club is an employee association whose purpose is to raise funds for

charitable institutions in San Diego County and to assist fellow employees during emergencies.

Who decides where my contribution goes?

The club is governed by a board of directors made up of union and management representatives who review agencies and their needs through personal visits and examinations. They work closely with United Way/CHAD (Combined Health Agencies Drive), and they also review emergency aid requests from co-workers.

How is the money distributed?

A major portion of your contributions goes to support United Way/CHAD organizations, which in turn assist hundreds of San Diego County agencies. A percentage is also allocated to support agencies in areas that may not be sponsored by United Way/CHAD. Finally, a percentage is set aside for the employee Emergency Aid Fund.

How can I do my part?

You can contribute to Con-Trib by filling out the payroll deduction card you'll receive from your Con-Trib coordinator. This year, a full share is either .8 of 1% or a full 1%. At an annual salary of \$25,000, 1% equals \$9.61 per pay period. At an hourly wage of \$10 per hour, 1% equals \$4.00 weekly. In both examples, giving a full share equals into donating only five minutes of each working day to Con-Trib.

What's in it for me?

You help your community — and that's helping yourself. In addition, part of the money stays here to help co-workers who may have emergency needs. For example, the Emergency Aid Fund has paid medical bills above those covered by insurance and purchased a wheelchair for an employee injured in an accident. Your contributions are tax deductible, but most importantly, you get a sense of satisfaction from knowing that you are helping thousands of people in San Diego County.

United Way/CHAD — Putting People First

The majority of your Con-Trib donation goes to support United Way and CHAD. Some of the 82 local agencies supported by United Way are:

- Neighborhood House Association — counseling, cultural, recreational, mental health, and social welfare services for individuals and families of all races in low-income, disadvantaged areas.
- Boy Scouts of America, San Diego Council.
- Mercy Clinic — comprehensive health care to residents of San Diego County, with charges based on ability to pay.
- Senior Community Centers of San Diego — hot lunches for seniors at low cost, as well as transportation to the meals, shopping assistance, and home-delivered meals for seniors in the San Diego area.
- Girl Scouts, San Diego-Imperial Council, Inc.
- The Salvation Army — a multipurpose service agency providing emergency assistance, family services, community centers, and senior-citizen programs.

In addition to providing funding to the above and many other agencies, United Way operates GuideLine (292-4777), a free and confidential information and referral service.

CHAD consists of local chapters of 15 national health organizations and offers more than 170 research, educational, and patient services programs.

Lights! Camera! Action!

The people down at Convair's Motion Pictures and TV studios have been busy putting the finishing touches on a new videotape, "People Caring, People Sharing." The video marks a first in Con-Trib Club

history — it's the first program exclusively about the Con-Trib Club and what it means to Convair, Space Systems, and DSD-WC employees and to San Diego County.

The video opens with employee comments about Con-Trib and later focuses on specific ways Con-Trib donations are used, both through United Way/CHAD agencies and through the Emergency Aid Fund. "People Caring, People Sharing" doesn't feature any big Hollywood names, but there are plenty of real-life heroes. They're people we see every day, people who make a difference. Some of the people who appear in the video are pictured to the right.



The stars of "People Caring, People Sharing." Photo left: Debbie Gutierrez (136-0) and Rudy Cruz (195-4). Photo right: Mikael Hardesty, son of Convair's David Hardesty (253-3), received a wheelchair with the help of the Emergency Aid Fund.

Con-Trib Visits the Home of Guiding Hands

Last week, the Con-Trib board and fund drive coordinators visited the Home of Guiding Hands in Lakeside. The Home is a residential facility for the mentally and physically handicapped. Their goal is to educate residents so that they can live independently within the community.

The Con-Trib board is made up of 14 members: seven union representatives, two management representatives, and five company-appointed representatives. They oversee the distribution of money raised in the Con-Trib fund drive, with 10% going to the Emergency Aid Fund, 80% to United Way/CHAD, and 10% to charitable organizations at the discretion of the board. They meet twice a month, usually after touring an agency that Con-Trib supports through donations.

Fund drive coordinators were invited to this tour/meeting so that they could gain a better understanding of how Con-Trib works.

Home of Guiding Hands director Eleanor Lassiter presented an overview of the agency's history, followed by a tour of residency buildings, the ceramics workshop, and the greenhouse workshop. The board then met in the Home's auditorium, where they reviewed the status of the Con-Trib budget, considered several applications for emergency aid, and discussed funding requests from a number of charitable organizations.



Con-Trib Board members and coordinators tour the Home of Guiding Hands. From left: Avery Merrow, J.T. Palmore, Elaine Heffernan, Andy Keller, Roy Johnson, Marva Winters, Lela Reddekopp, Bob Hendrix, Joanne Loehr, Bill Hickey, Falisa Chatman, Jane Neeley, John Nelson, Kimberly Drake, Steve Woolley, Cathi Farney, Jeff Owens, Mary White, Andy Johnson, Ed Ford, and Art Medrano.



Jane Neeley, Bob Owens, Joanne Loehr, Roy Johnson, Home of Guiding Hands' Sue Cavanaugh, and Art Medrano tour the greenhouse.



Touring the residents' facility are Marva Winters, John Nelson, Ed Ford, Bill Hickey, and Home of Guiding Hands' Beth Gilligan.

Reminder

There's still time to turn in the Volunteers in Community Service (VICS) survey that appeared in last Monday's *Weekly Log*. Just fill it out and send it to MZ 11-1330. If you didn't receive a copy, call Nina at 38916 to have one sent to you.

Employment

For the week ending August 8, Convair Division employment was 8,893; Space Systems Division employment was 2,842.



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SSR/COR: Is Your Equipment Ready?

One of the systems to be audited in the upcoming SSR/COR is the calibration and maintenance of Measuring and Test Equipment (M&TE). This includes hand tools, test equipment, and measuring devices used in production, inspection, and test. M&TE items will be checked to verify that they have valid calibration labels and are not past due for calibration or maintenance. All M&TE items in the plant must have current calibration stickers whether or not the equipment is being used. It is very important that you check the calibration label and due date on all equipment at or near your work station. If a calibration label is missing or an item is past due for calibration, notify your supervisor. If you have equipment in your possession that you don't have an immediate need for, turn it in to your nearest tool crib or test equipment crib.

Supervisors must check all cabinets, lockers, drawers, and other storage spaces for M&TE that is not in use or will not be needed in the immediate future. Return all such items to the nearest tool crib or test equipment crib.

Successfully passing the SSR/COR is vital to maintaining our current business and winning new contracts. Please do your part.

Space Systems Awarded Contract for MLV Design

Space Systems Division, along with McDonnell Douglas, Martin Marietta, and Hughes Aircraft, was awarded an Air Force contract for designing a Medium Launch Vehicle (MLV). The \$5 million contract runs through February 1987, when one of the four competing designs will be selected for development and launch.

The MLV will be used for Navstar, a system of 20 global positioning satellites that will communicate navigational information to vehicles on earth. Space Systems' Atlas/Centaur already possesses the payload capacity required for the MLV and would be used under the Air Force contract to accommodate the Navstar satellites.

Take Time for Time Cards

Recently, the corporation decided to require all employees to report their labor on either time cards or automated data collection systems.

Beginning this week, all employees (except those who report their labor on the COLLARS system) will receive a preprinted time card. Supervisors of departments who do not receive their preprinted time cards should notify Timekeeping: Kearny Mesa, 73372; Lindbergh Field, 28626.

Labor Accounting Manual 3-1-1 contains instructions for completing time cards. Also, the Labor Charging Help Line, 24647, is available for employees who have questions regarding proper labor recording.

Safety Spotlight

The FAA has issued a priority Emergency Airworthiness Directive (No. 86-05-02) to all pilots regarding United Instruments, Inc. altimeters, which may be displaying erroneous altitude information. Altimeter part numbers affected are the 5934 series plus a significant group of attendant serial numbers.

If you fly (especially IFR), check to see whether your aircraft altimeter needs modification. A reprint of the Safe Alert is available from Convair System Safety Engineering. Contact Edward Antony, 49181.

Ten New Faces At Convair

During the past weeks, ten college students have been working at Kearny Mesa and Lindbergh Field as part of a joint venture among the Private Industry Council (PIC), the Regional Employment Training Consortium (RETC), and Convair. Under the program, PIC and RETC find eligible students and administer funding, while Convair provides actual work site training, supervision, and evaluation. Convair supervisors serving as mentors for the students include Dave Barnes, Carole Black, Tom Crow, Carman Dawson, Helen Hardy, George Kendall, Steve Landrum, Bruce Marshall, Marsha Nolan, Buzz Prettyman, Al Pope, Fran Richardson, Hugh Souder, Jerry Williams, and Steve Woolley. In addition, program coordinator Corky King meets with the students on a regular basis to help them make the most of their summer work experience.

Both the students and the company benefit from this job program. Student participants have the opportunity to earn money for college and to learn what it's like to work in private industry, while departments at Convair gain welcome assistance and are able to observe the effectiveness of their training procedures. In addition, a number of past participants have hired on as full-time employees after graduation.



Students taking part in this year's program are, from left, Dave Yeargain (RETC representative), Kham Khamkoon, Pat Brown, Keith Fry, Brenda Mitchell, Kim Green, Eric Belding, Michelle Carter, David Hardin, John Decapias, and Annette Barnes.



Norman E. Tipton was recently named director – Integrated Logistic Support (ILS). Norm joined Convair in 1956 as a process analyst in Quality Assurance. He has since served in a series of increasingly responsible positions within Quality Assurance and Reliability Engineering. He was named manager – ILS Engineering in 1983, and his most recent assignment was as acting director – ILS. Norm received a B.S. in Business Administration from UCLA in 1956 and an M.B.A. from California Western University in 1962.

Overseas Travel Reminder

If you are planning to travel overseas on personal business, you are encouraged to contact Industrial Security for a briefing before you leave.

Ethics Awareness Training

Ethics Awareness Training is going full steam at Convair and Space Systems. Since January, more than 2,000 employees have taken part in the eight-hour and four-hour workshops. John Barrons, Convair's Ethics Program director, stated that the workshops are designed to "meet corporate objectives of increasing awareness of ethics." The workshops are based on the assumption that Convair employees already have strong and positive personal values but sometimes find themselves in ethical dilemmas — situations in which it's not easy to determine what's right and what's wrong. The purposes of the Ethics Awareness Training are to help people recognize such situations, be comfortable seeking advice, use a structured decision-making process to resolve the dilemmas, and be able to get help from their managers and the organization to prevent dilemmas from recurring.

The workshops are meeting these goals, relates Space Systems' Ethics Program director Dick Neal. "Awareness of ethics has certainly increased since the first of the year. Employees are asking questions and using the hotlines in increasing numbers."

Denver or Bust

Twelve years ago, Convair's Bob Wagner (361-0), then 40 years old and needing to lose a few pounds, took a bicycle out of his garage and started pedaling. After only four miles, he recalls feeling as though he was going to die. But before the year was out, he had cycled from El Cajon to Indio.

What started as a shape-up program has since become a way of life for Wagner. Earlier this year, he led 14 members of the Knickerbikers Club on a 1,190-mile trip from San Diego to Denver. This marks the third time Wagner has successfully completed the 16-day trek. He claims that the heat, which stops most people from even contemplating biking through the desert during the summer, wasn't as bad this year as it has been in the past.

The group traveled without a support vehicle, which means that each bike was loaded with 30 to 40 pounds of personal belongings. At the top of Monarch Pass (elevation 11,312 feet), they met up with a group on lightweight racing bikes who had a van to haul their gear. Wagner remembers that the two groups kept away from each other, with the racers looking at the Knickerbikers as if to say, "you guys are crazy" and the Knickerbikers looking right back thinking, "you guys are wimps."

Then came the downhill run to Salida, or as Wagner calls it, "free flight and regression to childhood." The 52-year-old kid passed three cars and a diesel truck on the way down — the truck didn't catch up with him for another eight or nine miles.

Wagner, a 30-year Convair employee, readily acknowledged that the journey to Denver is challenging. "A lot of it is mental," he said. "If you think you can do it, you can do it." Still, he keeps in shape by

riding to work every day — a round trip of 38 miles. Now he is looking ahead to his annual December trip from Tecate to Cabo San Lucas at the tip of Baja California.

If you're a weekend cyclist and are ready for a challenge, there are still a few months left to train. Call Bob Wagner, 39033, for details.



Convair's Bob Wagner, ready to hit the road.

Overhead Expense Report Training for Convair

A class for the mandatory overhead expense report training will be held Friday, August 29. All Convair salaried employees who travel on company business and have not attended this class are required to receive this training. The class will be held in Kearny Mesa building 17, room 1, at 7:30 a.m.; no preregistration is necessary. For information, call 39935.

Employment

For the week ending August 15, Convair Division employment was 8,879; Space Systems Division employment was 2,820.

Plant Services Bus Schedule

Effective August 25, plant services buses will run from Kearny Mesa to Lindbergh Field and back, with stops at Century Park and Air Force Plant 19, on the schedule below.

Kearny Mesa	Century Park	Plant 19	Lindbergh Field
7:00 a.m.	7:05 a.m.	7:25 a.m.	7:35 a.m.
8:20	8:25	8:45	8:55
9:40	9:45	10:05	10:15
11:35	11:40	12:00 p.m.	12:10 p.m.
12:55 p.m.	1:00 p.m.	1:20	1:30
2:15	2:20	2:40	2:50
Lindbergh Field	Plant 19	Century Park	Kearny Mesa
7:40 a.m.	7:50 a.m.	8:10 a.m.	8:15 a.m.
9:00	9:10	9:30	9:35
10:20	10:30	10:50	10:55
12:15 p.m.	12:25 p.m.	12:45 p.m.	12:50 p.m.
1:35	1:45	2:05	2:10
2:55	3:05	3:20	3:25

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September, 1986

Special Edition ATLAS AT VANDENBERG

Atlas Puts U.S. Space Program Back on Target

On Wednesday, September 17, at 8:52 a.m., Space Systems Division successfully launched Atlas 52E from Vandenberg Air Force Base. Sitting atop the 94-foot structure was a \$37-million, 2,300-pound National Oceanic and Atmospheric Administration (NOAA) payload. The RCA spacecraft was a combined weather and search-and-rescue satellite for NASA.

The NOAA-G is now in a 450-nautical-mile polar orbit, photographing global weather information, measuring the earth's radiation belt, relaying data from ground-based weather stations, and detecting distress signals from ships, planes, and travelers. (More than 600 lives have been saved to date through the

NOAA series of spacecraft.) These vital services are now available for international benefit thanks to the continued success of the dependable Atlas launch vehicle.

The liftoff was the first successful nonmilitary U.S. launch since 1985. The remaining 12 converted ICBMs are slated to launch civilian and military weather satellites through 1992.

"It's very likely that we'll be making more Atlas launch vehicles by 1989," said William F.

Rector, III, Space Systems division vice president - Program Development. "Space Systems Division is actively negotiating contractual arrangements with commercial satellite users to provide launch services in the future."

Despite numerous U.S. space program setbacks in 1986, General Dynamics proved that its long-standing reliability once again could be called upon to deliver the goods. Atlas 52E — the 487th Atlas successfully launched (269th from VAFB) — helped to restore public confidence in the capabilities of our nation's space programs.

Congratulations to the Atlas team.

History of Atlas

Atlas at 41: Still the Workhorse

The Atlas booster that powered the National Oceanographic and Atmospheric Administration satellite into orbit September 17 has a history that reaches back over 40 years. Atlas was officially born in 1945, not as a space launch vehicle but as an intercon-

tinental ballistic missile (ICBM). Convair engineers received an Air Force contract to develop ideas for missiles in four ranges. When they tackled the toughest of the four, a 5,000-mile ballistic missile, they set into motion what the Air Force was to call "the greatest research and development undertaking in the history of the United States, exceeding in scope even the Manhattan Project."

The first step toward today's Atlas was the design of the MX-774 research rocket. MX-774 included an Azusa tracking system and swiveling, or gimbaling, engines. The separable nose cone, which would be the only part of the assembly to re-enter the atmosphere, and pressure-stabilized hull that would serve as both the basic airframe and the fuel tank reduced overall weight.

The Air Force contract was abruptly cancelled in July 1947, but the Convair engineers went on to verify the feasibility of their new missile design with test firings at Point Loma and at White Sands, New Mexico. With the knowledge that the MX-774 worked, the group was ready

when the outbreak of the Korean War revived Air Force interest in ballistic missiles.



Atlas 52E at liftoff.

There was one problem left to be solved: range. For the MX-774 to go farther, it had to be bigger, but the catch was that it couldn't weigh much more. The solution lay in a new welding technique that allowed for a durable yet lightweight frame, which transformed MX-774 into Atlas. The new frame was made of stainless steel, with each section thinner than a dime.

The propulsion method, using a one-and-one-half-stage system, was unique to the Atlas, too. The three main engines consisted of two booster engines mounted on a skirt surrounding the sustainer engine. After about two minutes of flight, the booster engines stopped firing and dropped away. The sustainer continued to burn until the rocket had reached top speed. Under this system, ignition of all engines could be verified before liftoff, eliminating the need for second-stage engine firing in space.

In 1954, the Air Force recognized that nuclear warheads could be made small and light enough to ride atop ICBMs, and the Atlas program received top national priority. General Bernard Schriever was made overall director of the program as commander of the Air Force Ballistic Missile Division. He was responsible for the production of both missiles and warheads and for building 11 Strategic Air Command bases.

The stepped-up Atlas program needed a new manager. In 1953, Convair chose Jim Dempsey. Shortly afterward, V-2 alumnus Krafft Ehrlicke joined the Atlas team and quickly began to

generate ideas for using Atlas as a space vehicle.

Convair had redesigned Atlas to its present basic configuration by the end of December 1954, and production began in early 1955. Five years later, Atlas became operational as an ICBM at Vandenberg Air Force Base.

The Atlas program was moved to the new Kearny Mesa plant in 1957, and the first flight tests took place at Cape Canaveral in June of the same year. The first flight had to be terminated after 51 seconds, but was long enough for engineers to collect valuable data and prove the basic principles of Atlas. The first

successful flight of an A series Atlas occurred six months later.

Atlas went on to make 21 consecutive flights over a nine-month period and achieved prominence as both a weapon and a space booster. Atlas gained international recognition in December 1958 when an entire Atlas was sent into orbit and beamed back to earth a recorded Christmas message from President Eisenhower. Atlas later became the nation's first booster for communications satellites and launched all orbital Mercury astronauts beginning with John Glenn in February 1962.

Atlas was phased out as an ICBM in 1965, but its usefulness as a space booster has lived on. It launched the crafts that made the first interplanetary flyby, the first lunar impact by an American satellite, and the spacecraft that transmitted the first televised pictures of the moon and the first closeup pictures of Mars. The NOAA-G satellite that Atlas 52E — a refurbished ICBM — launched will provide important meteorological and navigational information, marking another success in the history of the Atlas.

CONGRATULATIONS To The Atlas Team

History of Vandenberg

Camp Cooke — Better Known as Vandenberg

Vandenberg Air Force Base, the aerospace center of the United States, is located north of Santa Barbara on a large peninsula jutting into the Pacific. Covering more than 98,400 acres, Vandenberg is the third largest Air Force installation in operation.

The base supports a work force of thousands of civilian and military personnel, but things weren't always so busy up the coast. What is now Vandenberg was once an abandoned Army artillery training ground known as Camp Cooke. The site was reopened as Cooke Air Force Base for use in the Department of Defense's fledgling missile program in 1956 and was renamed in honor of General Hoyt S. Vandenberg, the second Air Force Chief of Staff, in 1958.

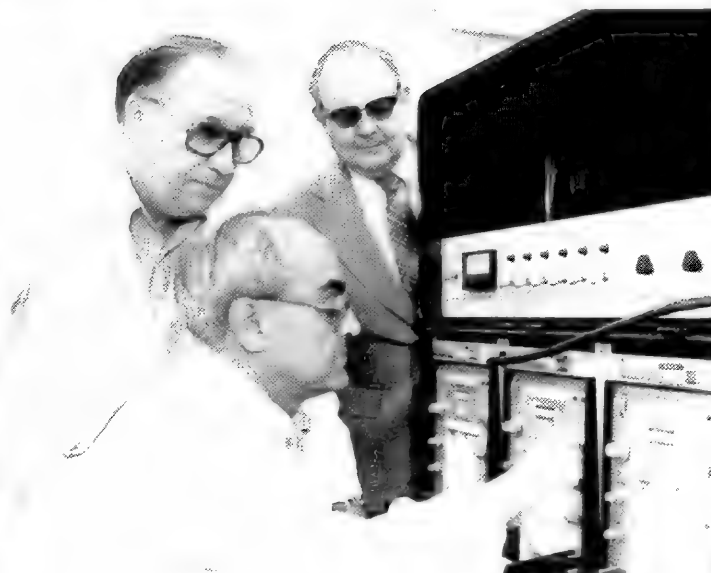
Since that time, more than 1,500 spacecraft have been launched from Vandenberg. One hundred fourteen of the missions from Vandenberg have carried a NASA or NASA-sponsored satellite and/or employed a NASA launch vehicle, many of which have been sent into orbit with the help of the Atlas booster system.



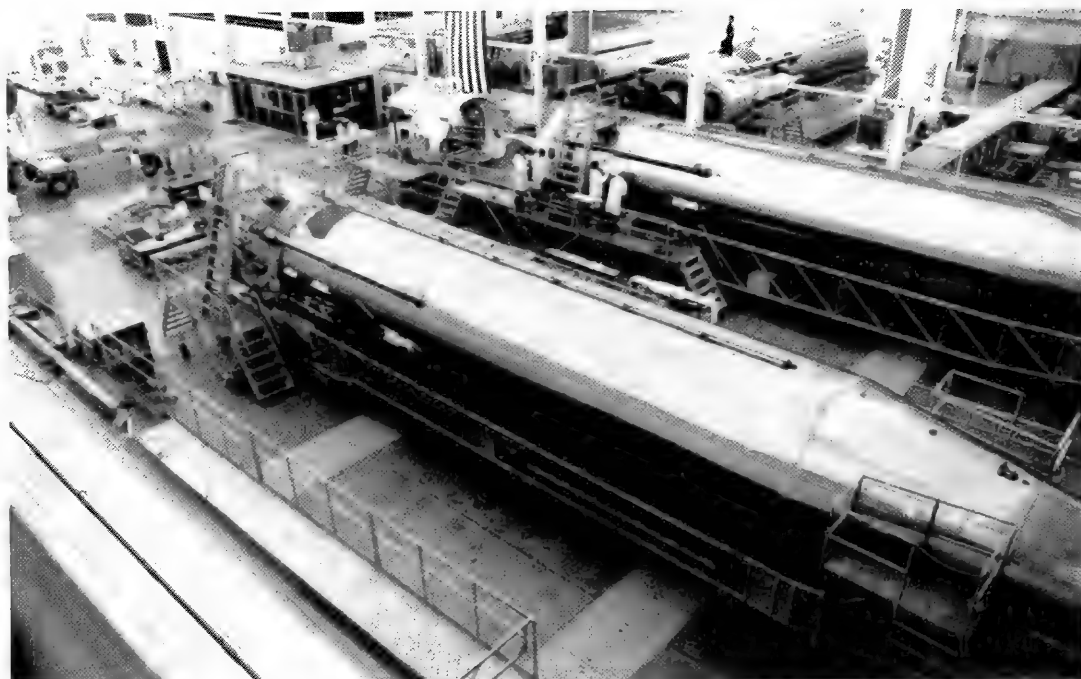
Atlas 52E stands ready for its mission.



Chuck Harter, base manager and acting Atlas program director, and Debbie Sobczak, secretary, discuss administrative issues before the launch of Atlas 52E.



From left, Ray Anderson calibration technician, Vic Madrigal, group leader, and George Mees, supervisor, work in the calibration lab to ensure that tools and equipment meet necessary standards for quality production and inspection.



The hangar area of the BAB houses several Atlases currently being modified to launch contemporary payloads.



At the machine shop, machinists, carpenters, welders, sheet metal workers, mechanics, painters, plastic assemblers, and dispatchers team up to meet the needs of Atlas modifications. According to Ray Cameron, supervisor, "We get to see a product from start to finish. Our people are talented and versatile. With limited resources, we are able to work out our problems on our own. We do it right and we do it on time."



In the engine shop, launch service mechanics Richard Clyne (left) and Lyndall Terry make the necessary adjustments to the Rocketdyne engines, while Charlie Bryant - Quality Assurance inspector, checks procedures.



The harness shop of the BAB is instrumental to the success of Atlas electrical systems. From left, Ernest Day, launch service technician, Judy Albright, Quality Assurance group leader, and Woody Woodruff, group leader, team up to provide reliable harnesses

General Dynamics' "BAB Division"

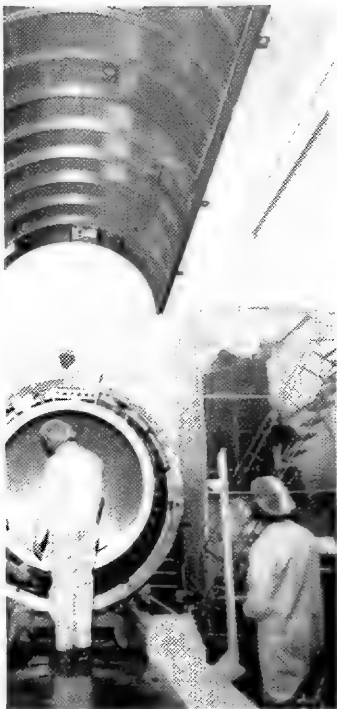
Much is required to transform a 25-year-old Atlas ICBM into a modern-day launch vehicle. This work takes place at the Space Systems Booster Assembly Building (BAB) at Vandenberg. More than 200 employees are responsible for modifying and converting the Atlases at the BAB, and the nature of their off-site operation demands professional skill and commitment.

According to Chuck Harter, base manager and acting Atlas program director, "We are like a completely self-contained division. We have our own factory facilities, calibration lab, engine shop, harness lab, and all of the administrative functions that make us basically self-operative.

"Our employees are here where it all ends, and everyone has a sense of involvement — they get to see the fruits of their labors. This atmosphere creates a self-motivating environment, and our attitude is that we'll get it done," Harter said.

Get it done they do. In 1986, two out of three successful U.S. space launches have been Atlases from Vandenberg.

The *Weekly Log* is published by Human Resources for employees of Convair and Space Systems Division. If you have stories of interest, please call Cal Samuels, 39955.



At the Hazardous Processing Facility, Space Systems employees separate the nose fairing in preparation for mating the NOAA-G spacecraft (lower right) with the payload adapter.



Ben Bussard conducts the roll-back of the launch tower in preparation for the liftoff of Atlas 52E.



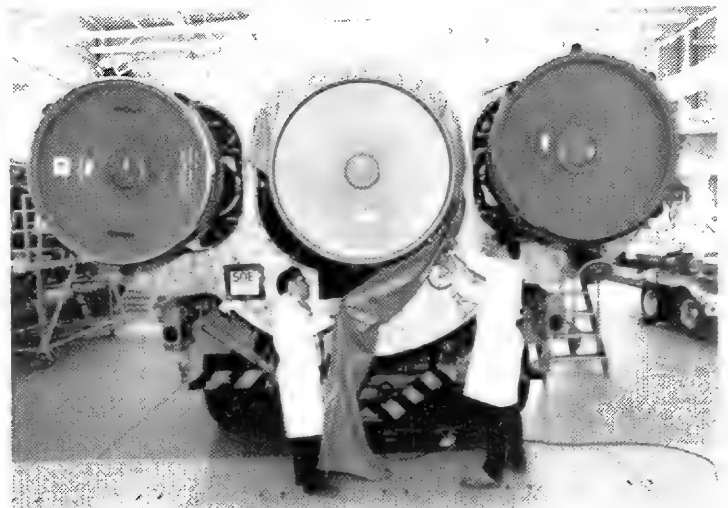
Norvell Freeman, chief - Human Resources, confers with Betty Sancho, HR assistant (left), and Marsha Dale, HR analyst, about one of the many personnel issues they deal with on a daily basis.



Manual Aguilar examines prelaunch activities.



Raymond Anderson (left), calibration technician, and John Simko, telemetering station operator, get set to monitor the telemetry equipment in the blockhouse.



Making sure that all vehicles are kept launch-ready, launch service mechanics Gene Travis, (left) and Paul Hedge cover the boosters on an Atlas.



Counting down to liftoff Dick Smith (left), launch conductor, pushes the button to send Atlas 52E into action, while Tom Heter, chief - Site Support, acts as assistant launch conductor in the blockhouse.

Motivators View Launch

They may have referred to themselves as the Dirty Dozen, but a better description of the 12 Space Systems, Convair, and Electronics Division employees who were chosen to view the launch of Atlas 52E would be Dawn Patrol (or was it Yawn Patrol?). At 4:00 a.m. on September 17, Lou Girtan, John Valdez, Meridith Pritchard, Beth Stawiarski, Karen and Gary Cono, Paige Hackney, Bill Witzell, Debbie Kania, Tom Sabo, Rosie Lujan, and Susanne Henry left Santa Maria for a half-hour drive to Vandenberg's BAB.

Their day began with a tour of the facility before moving on to Space Launch Complex 3. Tom Heter, chief - Site Support, explained the logistics of the launch operations to the group. Then he took them to an area where they viewed the tower being rolled back from the missile.

From the blockhouse, they traveled to the fallback area, about three miles from the launch pad. Along with some 100 media personnel and several bus loads of spectators, the motivators settled down for an hour-and-a-half wait to launch time. Coffee and donuts helped to pass the time, but the wait seemed like an eternity for the anxious viewers.

A NASA public address system was tied into the launch center, so the group was able to count down the launch activities. The countdown was right on schedule, and the viewers watched in awe as Atlas 52E ignited and left the pad in a fiery thrust.

The rocket was well into flight before its sound reached the fallback area, but the cheers of the spectators almost drowned out the roar of the engines. When it was all over, the group returned to the BAB, taking with them an experience to talk about for a long time.

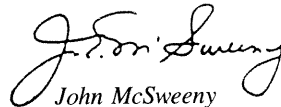
Published by General Dynamics Convair & Space Systems Divisions

The Corporate assessment of our 1986 Division Management Effectiveness Program (MEP) was very complimentary. They recognized the dedication and hard work we expended for the review. Each person who participated can be proud of his or her contribution to our overall rating. We have also completed a preliminary review to help us prepare for the upcoming Government Systems Status Review/Contractor Operations Review (SSR/COR).

These reviews were part of our plan to be ready. They are like a baseball game, a progression to a score. The MEP preparations put us on first base, the corporate endorsement of our MEP review moved us to second base. And, with the preliminary review, we are now on third. It doesn't count, however, unless we score by successfully completing the SSR/COR.

The SSR/COR will evaluate how we do our jobs. Judging from the number of auditors that will be here for two weeks, we can surmise that they will look at us in a very detailed, scrutinizing manner.

This audit is very important to each of us. There is much at stake. We must be ready and able to demonstrate to our customers that Convair is a company of excellence. Don't be lulled by past successes. The toughest leg is yet in front of us. If we aren't successful in running to home with a good rating from the SSR/COR, all that we've done so far will be lost. I am confident that this will not occur if we all do our part.



John McSweeney
Convair Division
Vice President and General Manager

DIS to Inspect Divisions September 10

A Defense Investigative Service (DIS) inspection is scheduled to begin Wednesday, September 10. During the inspection, General Dynamics employees will be asked to answer questions regarding security and personal responsibilities for safeguarding classified material.

Employees should be aware that the DIS inspection is not directed to Industrial Security alone. It also includes individuals from all departments who actually generate and work with classified material.

Please call Industrial Security, 38682, if you have any questions regarding security. And remember: SECURITY IS EVERYONE'S RESPONSIBILITY!

Convair Security Manual

Issue 14 of the Convair Security Manual has been placed in distribution to supervisors. It is easily recognized by its white cover with red letters. This manual, directed to employees of Convair and Space Systems Divisions, contains significant revisions to Issue 13.

Supervisors: ensure that employees who require access to classified material are familiar with the contents of this manual.

Take It Off When in Public

You are required to wear your badge only while on company property. Remove your badge when you are outside the plant.

When in plant, wear your badge on the upper left part of your body, with the photograph showing at all times.

If you see someone in the plant without a badge, ask them to produce it. They are required to show you their badge on demand. If they refuse, contact a member of Industrial Security.

Combinations to Classified Storage Containers

If you must write down the combination to a classified storage container, remember that the written combination must be marked, controlled, and safeguarded at the same level as the material stored in the container. If the combination is Secret or Top Secret, it must be entered into the Convair classified material accountability system. For further information contact Patti Adams, 38682, or Master Document Control, 38259.

Classified Information

Classified information is information or material that is (1) owned by, produced by

or for, or under the control of the United States government; (2) determined under EO 12356 or prior orders to require protection against unauthorized disclosure; and (3) so designated. Classified information to be removed from the plant will be processed according to Chapter 11 of the Convair Security Manual. A Form 6700, courier authorization, must accompany all transactions.

Your Desk May Be Searched

As a part of the DIS semiannual inspection, the director of DIS has ordered the random inspection of desks belonging to employees who hold a security clearance.

The purpose of this inspection is to ensure that no classified material is stored improperly. Employees do not have to be present during this search.

Please comply if you are asked to remove the contents of your desk as part of an inspection by a properly identified member of the division Industrial Security staff or by a representative of DIS.

Private or Proprietary

Do you know the difference between General Dynamics Private and Proprietary Information? Don't confuse the two.

General Dynamics Private Information is information owned by General Dynamics that the originating department head or alternate has determined to be sensitive and to require additional safeguards in handling and storage. Private Information must be stored in locked desks, files, safes, or rooms with walls extending to the ceiling. When taking Private Information from the plant, it must be double wrapped and accompanied by a property pass. See Chapter 20 of the Convair Security Manual.

General Dynamics Proprietary Information is information owned by General Dynamics that the Patent Office, in conjunction with the cognizant department, has determined must not be released outside the company except to our customers, and then on a restricted basis. Proprietary Information must be stored in an area where nonemployees will not have access to it.

**The Santa Maria Barbecue
has been postponed.
Watch for details.**

EPSE Class Graduates

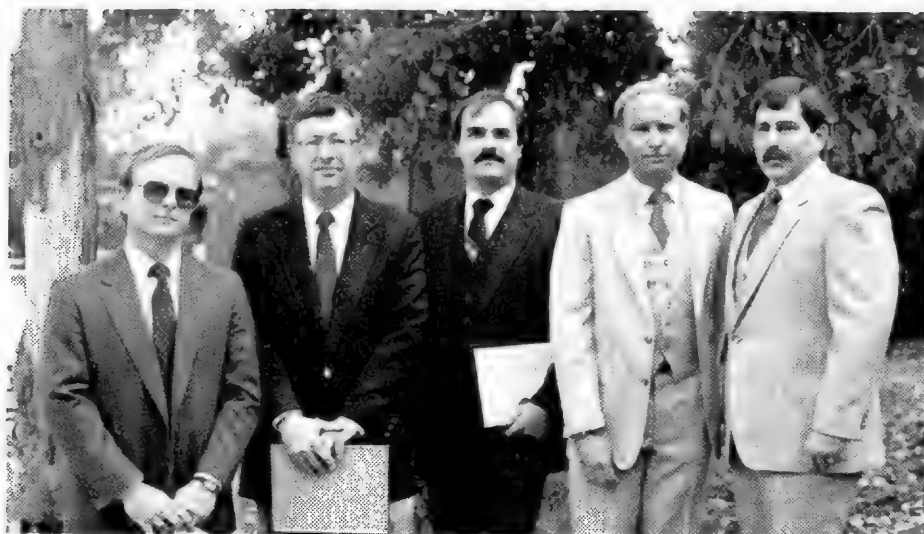
In recent years, more people with technical and scientific backgrounds have been moving into supervisory positions, often without the benefit of management training. A number of area companies recognized the need for a high quality management training program in San Diego. After firms presented this need to UCSD Extension representatives, the Executive Program for Scientists and Engineers (EPSE) was created.

Each year, companies throughout San Diego nominate employees to participate in EPSE. The nominees are then screened by UCSD before 32 are selected to take part in the nine-month program.

EPSE participants meet for six hours every Thursday and are assigned 10 to 12 hours of homework per week. The curriculum is diverse. It includes interpersonal communications, presentation skills, law, managerial finance, and entrepreneurship. Many sessions feature speakers whose experience is relevant to the week's topic. Discussion of applications of new skills is encouraged. The September-to-June course format gives students the opportunity to receive feedback on how they're applying what they've learned. It also gives instructors the chance to build continuity into the program.

At first, many of Convair's EPSE students were concerned about the demanding time commitment. But recent graduates indicate that they found the rigorous program well worthwhile. In describing EPSE, praise was universal. "An extremely valuable program," "gave a bigger picture of management," "an excellent high-technology program," and "the most cost-effective executive training that the company can buy" are only some of the positive statements offered by the program's graduates.

EPSE students elect one of their members to speak at the graduation ceremony. Each year, the student so honored has been an employee of either Convair or Space Systems. In his speech, this year's speaker, Convair's Bob Anyon, summarized EPSE's goal: "To bridge the gaps — overcome the inadequacies — in our corporate structures." He concluded his commencement address by calling on his fellow graduates to meet the challenges facing them as managers in a rapidly changing world. "We must look at the very heart of the systems in which we operate and be a force for positive change. This change will come in as many different ways as there are advocates — and that is good, perhaps even preferable."



1986 EPSE graduates (from left): George Mavko, program manager — IPSM; Bob Ring, manager — Operations Research; John Souders, project engineer — DatagraphiX; Lee Browning, manager — Advanced Structures and Design; and Bob Anyon, Production Engineering.

Distribution of American Express Corporate Cards

American Express corporate cards will be distributed to Space Systems employees September 15-25. Pick up your card according to the first letter of your last name. Each session will last one hour.

CENTURY PARK: MIC conference room, building 1, first floor.

Mon (9/15)	A-C	10:30 a.m.	D-I	1:30 p.m.
Tues (9/16)	J-M	10:30 a.m.	N-R	1:30 p.m.
Wed (9/17)	S-Z	10:30 a.m.	Makeup	1:30 p.m.

KEARNY MESA: Mockup conference room B, building 5, first floor

Mon (9/22)	A-C	10:30 a.m.	D-I	1:30 p.m.
Tues (9/23)	J-M	10:30 a.m.	N-R	1:30 p.m.
Wed (9/24)	S-Z	10:30 a.m.		
Thurs (9/25)	—	—	Makeup	1:30 p.m.

New Expense Reports

Financial Accounting recently completed a new expense report form that incorporates revisions to comply with new public law PL99-234 (the per diem travel law) and new corporate directives. PL99-234, which went into effect August 5, states that all contracts solicited by the U.S. government on or after July 31, 1986, must adhere to the new law.

In addition to the new expense report, instructions and a two-page City Code Listing brochure are being issued to help employees complete the forms. (Under the new law, correct city codes are required on the form.) The instructions will supersede PAM and other directives until revisions can be made.

Convair travelers will use the new expense reports starting today. Space Systems will be notified of their near-start date. Travel Audit will accept the old forms from Convair until September 26. New expense report forms, instructions, and City Code Listings are available at the Cashiers, Travel Services, and Engineer-

ing Supplies. They will soon be in stock at Commercial Stores. Destroy all old expense report forms once you have copies of the new form.

Beginning September 9, travelers will be reimbursed for expenses by a separate check mailed to their homes. Reimbursements and withholdings will no longer be made through the payroll system. For a smooth transition, expense reports and travel orders currently in the system will be processed under the old system (reimbursement through paycheck).

As part of the travel procedure transition, the Accounting department is converting to a new Travelmaster system, an on-line travel expense audit system that will better control travel costs by providing up-to-date reports on traveler activity, travel budgets, and reimbursement distributions. The system is more responsive and responsible, with the ability to accurately comply with the new PL99-234 requirements. Travelmaster will also help the Finance department ensure timely reimbursement of travel expenses. For further information, call Travel Audit, 24624.

Atlas Featured at Montreux Space Conference

Space Systems Division recently took part in Space Commerce 86 — International Conference and Exhibition on Commercial and Industrial Use of Outer Space — held in Montreux, Switzerland. The Space Systems display, one of 18 in the U.S. pavilion, featured scale models of the Atlas family of launch vehicles as well as photos of production facilities, launch pads, and launches.

The purpose of the conference was to stimulate interest in potential industrial uses of space. Pharmaceuticals manufactured in space, for example, can be superior to those produced on earth because of the advantages afforded by a zero-gravity environment. Once production of such goods moves beyond the current experimental stages, commercial and industrial use of space is expected to boom. It is predicted that many companies will find themselves moving their production lines into space, first on a demonstration level and then on a larger scale. Launch vehicles such as those in the Atlas family will play a large role in this expansion.

Events such as Space Commerce 86 provide a setting for a constructive dialogue between users and aerospace suppliers on business opportunities in space. The U.S. Department of State's report on the conference concluded that attendees, including representatives from the U.S., China, Japan, and countries throughout Europe, "were cheered by the vision of man's next entrepreneurial frontier as illustrated by the Montreux space conference."



From right, Lee Scherer (710-1), director — Commercial Space, John Niesley (710-6), project engineer — Advanced Programs, and Barbara Freeman (709-1), marketing representative — Program Development, discuss Space Systems' products with a potential customer at Space Commerce 86 in Montreux. The backdrop, depicting the Atlas/Centaur flights, was designed by Convair's Roy Gjertson (102-0).

Employee Survey Starts Next Week

The consulting firm of Sirota and Alper Associates, Inc., will be conducting a survey of all General Dynamics employees this fall. Sirota and Alper designed the questionnaire after more than 90 preliminary interview sessions with employees from all divisions. These sessions helped the consultants identify issues and construct questions that will allow each General Dynamics employee to voice his or her opinion.

The survey will begin on September 15 at Convair and on September 17 at Space Systems and run through October 3. Marilyn Kistler, Management Development, is the Convair coordinator. Lisa Lawrence, Training & Development, is the Space Systems coordinator.



Congratulations to Rob A. McSwiggen (698-2), center, for receiving the Convair Research & Engineering's Employee of the Month award for June. Rob earned the award for his work in designing software. Making the presentation were Rick Brusch, manager, left, and Bob Wellington, chief.

Take Time for Time Cards

Labor adjustments are made on Labor Distribution Adjustment Requests (LDARs) to correct inaccurate labor charges. When preparing LDARs, remember:

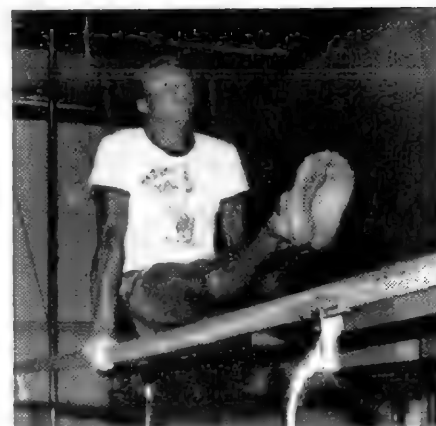
- An explanation is required for each adjustment. It must be in sufficient detail to support the change and include the reason for the adjustment and how the proper entry was determined. Supporting documents should be referenced and attached.
- Each LDAR must be signed by designated representatives of both the credit and debit line departments.
- Improperly prepared, inadequately explained/documented, or improperly signed LDARs are returned unprocessed to the originator.

Call the Labor Charging Help Line, 24647, if you have any questions concerning labor charging procedures.

Gymnast Takes Honors in Switzerland

Nineteen years of practice paid off recently for Convair's Tom Satorie (311-0), when his 52.20 score earned him first place in the men's all-around category at an international gymnastics competition in Zurich, Switzerland. The meet attracted gymnasts from Austria, Canada, France, Switzerland, and the United States. The U.S. men's team, of which Satorie was a member, also took first place, with a score of 191.0.

A quality engineer, Satorie joined Convair a year and a half ago after graduating from the University of Nebraska. He's easy to find during his off-work hours; just look at the Mission Valley YMCA. Tom trains there and also finds time to coach a boys' gymnastics team. He says he's taking it easy now, but will soon start looking ahead to another meet.



Tom Satorie (311-0) practicing at the YMCA.



John Savelliff (341-0) is awarded his journeyman certificate as a Precision Parts Inspector A by Dr. Al Pope (132-0), right, manager - Educational Services and chairman of the Apprenticeship Committee, while Peter Keeping (340-0), project administrator - Quality Assurance, looks on. John completed 8,000 on-the-job training hours as well as an A.S. degree from San Diego City College to earn his journeyman certificate.

Space Systems Job Search Seminars

In an ongoing effort to aid employees notified of lay off, Space Systems Division Employee Relations and Professional Staffing departments are conducting outplacement workshops for salaried and hourly employees. These workshops include information on job search techniques, benefits, and community resources available to help them until a new job is found. This resource will continue to be available until the laid off employees locate new employment.



David Beardmore (272-0), second from left, recently received a Meritorious Public Service Award from the U.S. Coast Guard for saving the life of a swimmer in the surf off Imperial Beach. There was no lifeguard in the area, and Dave, with complete disregard for his own safety, swam 100 yards from shore to the man's aid. Dave kept the man afloat despite intense struggling and assisted in administering treatment for shock once they had reached shore. The Coast Guard citation reads, in part, that Dave's actions were "in keeping with the highest tradition of humanitarian service." Captain David L. Andrews, USCG, (left) made the presentation. Also present were David Beardmore's supervisor, Jack E. Yonke (272-0), Logistics (second from right), and Bill J. Bullock (272-0), chief - Aircraft Logistics Support (right).

Not All Peacekeepers Are Missiles

Most of us probably aren't aware of the people behind the scenes who volunteer their time to the San Diego County Sheriff's Reserve Search and Rescue and Law Enforcement Divisions.

The Search and Rescue Division is most visible in emergency situations — earthquakes, floods, plane crashes, and back-county searches for missing hikers. But it is also an important part of San Diego County Civil Defense. Law enforcement reserves perform the full range of functions associated with uniformed law enforcement operations, thus increasing the manpower available to the San Diego County Sheriff's Department. The training required for the Law Enforcement Division is more extensive than that required of many full-time officers in other parts of California.

The dedication of San Diego County Sheriff's reservists — many of whom are General Dynamics employees — is more remarkable in light of the fact that they are all volunteers. The only compensation they receive is the satisfaction of a job well done.

General Dynamics supports its employees' commitment to the reserves through an informal practice of flexible leave that allows them to respond to emergencies. Anyone interested in joining the reserves should contact the Reserve Office at 565-5621 for more information.

A Class Act at Convair

Summer is traditionally the time for school vacations, but it is also the time to get ready for the next school year. Convair is helping San Diego County prepare for the fall semester through participation in the Industry Fellow program. This pilot program is the first venture of the Greater San Diego High Tech Industry-Education Consortium, of which Convair is a charter member. The purpose of the consortium is to develop partnership programs to enhance math, science, and computer-related studies in the educational process to strengthen the competitive position of the San Diego high technology environment.

San Diego's Industry Fellow program is one of eight of its kind in the country. Under the program, selected high school and community college teachers spend the summer working in private industry.

"The goal is to get teachers in touch with what's going on in industry so they can tell students what an engineer really does," explains Convair program liaison Don Knoell (662-4).

Participating companies pay the teachers for their service and make time available for them to develop materials for future classroom use. Each teacher meets weekly with an industry mentor, whose role is to help develop classroom applications and ensure that the summer experience is enjoyed to the fullest.

Convair's Industry Fellow for 1986 is math and computer science teacher Freddie Hueneberg (610-0). During the school year he teaches at Madison High School, Mesa Community College, and San Diego City College, but for the past few weeks, he's been busy in Project Engineering under the supervision of Fred Major (610-0). Hueneberg has had the opportunity to work on many different projects, including operational test launch payload harness change and nontactical instrumentation kit. He has observed that making convincing presentations, teamwork, and meeting deadlines with quality products are important skills for engineers to master. Yet the educational system often fails to emphasize teamwork and presentations, areas on which Hueneberg intends to concentrate next year. He plans to assign teams of students the task of preparing course materials for presentation to their peers. At the same time, he hopes this approach will encourage students to take more pride in their work.

Fred Major agrees that there should be more emphasis on communications skills for math and science students. He believes that the Industry Fellow program is a step in the right direction. "I think it's a great program, and I'm proud that Convair's a part of it."



From left, Fred Major, Freddie Hueneberg - Industry Fellow, and Don Knoell examine specifications for a Tomahawk cruise missile.

Employment

For the week ending August 29, Convair Division employment was 8,804; Space Systems Division employment was 2,781.

CONVAIR

WEEKLY LOG

SPACE SYSTEMS

Published by General Dynamics Convair & Space Systems Divisions

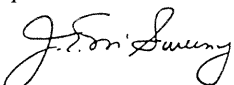
The upcoming Systems Status Review/Contractor Operations Review (SSR/COR) will begin on September 29. The outcome of this review will have a serious impact on Convair's current and future business.

We have been working hard to make sure the division is ready. We have reviewed our systems for conducting business and have made the necessary adjustments.

Other companies have received poor marks during SSR/COR audits because they failed to follow their own rules. Most problem areas identified during our own self-audits had this same fault. Don't get trapped by thinking that attention to detail in paperwork, wrapping and packaging, or transportation is not as important as how you handle the item itself. Handling, storage, etc., must be as free of error as the hardware or software it supports. Final responsibility for adhering to the rules now rests with you and me.

One comment I frequently hear is how motivated Convair employees are to do the job right. You consistently demonstrate care and pride in your work. I am encouraged by these reports.

We will soon put up our third SSR/COR poster — one that illustrates a report card with all passing scores. It depicts those grades because I am confident that each of you will demonstrate the skill and strict adherence to procedures that typify a quality company that manufactures quality products. The poster displays my faith in each of you. I know I won't be disappointed.



John McSweeney
Convair Division
Vice President & General Manager

Swiftest Business in Oktober

On Saturday, October 25, people from businesses all over San Diego will be converging on CRA Missile Park. They will be trading their work tools for running

shoes and pounding the pavement in the Swiftest Business in San Diego 10K Team Race. Three- to five-member teams will follow a course that winds around the Kearny Mesa plant and finishes in Missile Park. There will be awards for the top men's, women's, and mixed teams in different age categories, presentation of the San Diego Mayor's Cup to the overall winning team, and a prize drawing for all runners. For information, call Barbara Mooney or Mario Tamayo at 39921.

The park will remain alive into the afternoon, when all race participants, as well as all General Dynamics employees, families, and friends are invited to take part in General Dynamics' first Oktoberfest. Bratwurst, live German music, games, beer, and good times will be the order of the day, so be sure to reserve October 25 on your calendar. Dinner tickets — good for authentic bratwurst, sauerkraut, potato salad, rolls, and strudel — are \$4 for adults and \$3 for children under 12. They are available from all NMA boosters. Buy your tickets in advance so we can plan for the correct number of guests. Watch for more details on the Oktoberfest in upcoming issues of the *Weekly Log*.

Convair, Space Systems & Western Center Blood Drive

October 6-10

Reservation details next week

Convair Awarded Contracts

September is off to a good start at Convair, with new contracts going to Guidance Technology and Predesign.

Electro-Optical Technology received a 22-month, \$750,000 contract from the U.S. Air Force Wright Aeronautical Laboratories for the CO₂ Countermeasure Assessment and Counter-Countermeasure (CM/CCM) Technology. Under the contract, Convair will evaluate the countermeasure effectiveness of laser radar sensors on both cruise missiles and aircraft. Modifications will then be made to incorporate promising counter-countermeasure techniques. Dr. Jon Wang (621-1) says that the contract will benefit Convair's ongoing CMAG and TLS programs, under which the sensors are designed and built.

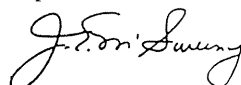
The Smart Weapons Project team is moving ahead after receiving a Defense Advanced Research Projects Agency (DARPA) contract for development of artificial intelligence and strategic computing for autonomous air vehicles (AAVs) and intelligent munitions. Convair was one of seven companies awarded the six-month, \$400,000 contract to identify artificial intelligence concepts that can be applied to a broad spectrum of air vehicles, ranging from submunitions to cruise missiles. At the end of this initial phase, some of the seven contractors will be selected for a 30-month program culminating in a captive flight test. Bob Boriss (621-2) explained that today's AAVs are completely preprogrammed. The next-generation AAVs that DARPA is developing can react to evolving situations by using artificial intelligence and strategic computing technology to change targets after launch.

Join Us — Participate in the Employee Survey

On September 15, General Dynamics will begin its first corporate-wide employee opinion survey. We feel it is very important that each of you takes this opportunity to express your views and communicate your feelings.

The consulting firm of Sirota & Alper has been employed to assist us in this survey. They will collect and handle the data confidentially to ensure anonymity. Finally, they will help analyze and report the results, which the company will share with all employees.

Every response is important. Your input will be used to develop action plans for areas that are identified as needing improvement.

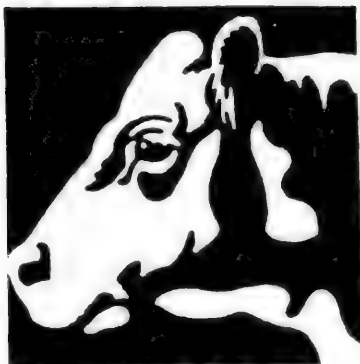


John McSweeney
Convair Division
Vice President & General Manager



Alan Lovelace
Space Systems Division
Vice President & General Manager

Santa Maria Barbecue Is on Hold



The Santa Maria Barbecue has been postponed until after the launch of Atlas 52E from Vandenberg Air Force Base. The new dates will be announced.

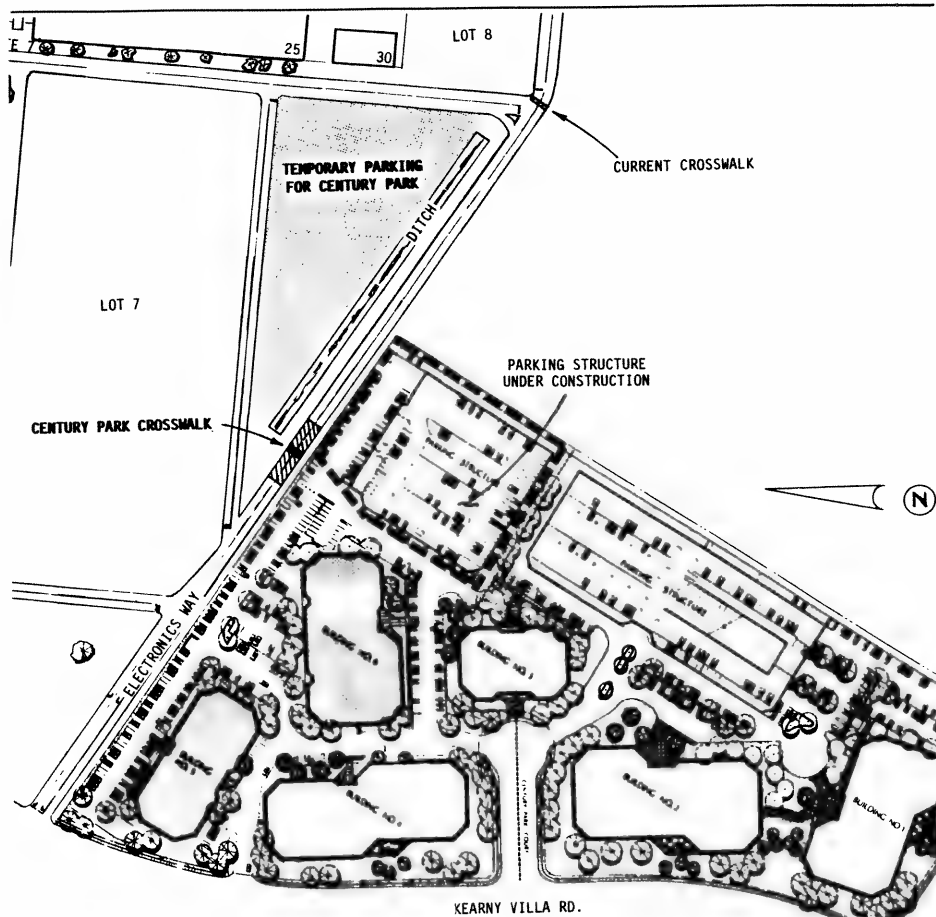
William F. Rector, III, Space Systems division vice president - Program Development (and executive host), extends his regrets for the postponement and any resulting inconvenience.

Note: Please do not try to make reservations for RV parking at Missile Park until a firm date has been set for the barbecue.

July Retirees

Thanks and best wishes for a happy retirement to these employees who retired in July:

Name (Classification)	Years of Service
John F. Armstrong	
Manufacturing Dispatcher	33
Joe Berardini	
Aircraft Assembler	45
Clyde H. Blevins	
Photo Repro Tech.	27
George E. Brown	
Federal Item Ident Analyst	29
Eleanor L. Curtis	
Secretary	28
Shirley M. Elliott	
Sr. Management Clerk	19
Frances R. Henninger	
Data Analyst	23
Daniel Herman	
Logistics Administration	4
Mary B. Hershberger	
NC Tape Processor	26
Joseph L. Hoover	
Chief - Publications	33
Chester A. Howard	
Research Test Lab Tech	29
Archie W. Jennings	
Aircraft Assembler	19
William W. Johnstone	
Engineering Specialist	35
Alfred J. Keen	
Industrial Electrician	29
Ray Mendoza	
Manager - Human Resources	28



Temporary Parking for Century Park

On Friday night, September 12, Convair began relocating employees from Seville Plaza to Century Park, buildings 5 and 6. The remaining Convair employees will be relocated next weekend, September 20.

Construction of a second parking structure at Century Park is currently underway, with completion scheduled for mid-October. During the period of September 22 to October 17 there will be a shortage of parking spaces for occupants of Century Park building 6. Starting September 22, all occupants of Century Park building 6 are instructed to park only in the designated temporary parking reserved north of Electronics Way in Lot 7. A new pedestrian crosswalk from the temporary parking area to Century Park will be ready on that day.

All General Dynamics employees are instructed to observe the parking arrangements, speed limits, and yield to pedestrians crossing Electronics Way.

Your cooperation is requested to ensure employee safety and avoid lost time in the search for parking.

Keith D. Metzger	
Production Control Analyst	29
Olan R. Morton	
Engineering Lab Supervisor	8
Carl T. Neff	
Salvage Disposition Analyst	45
Harvey R. Nelson	
Tool Crib Attendant	19
Thomas E. Noland	
Maintenance Mechanic	19
Hans L. Obertreis	
Project Engineer	29
Melvin Podell	
Sr. Scientist	24
Donald E. Risty	
Sr. Engineer	32
James R. Ross, Jr.	
QA Specialist	29
Harry E. Ruby	
Engineering Specialist	33

Davanna W. Schultz	
Material Project Coordinator	35
Donald W. Simmons	
Engineering Drawings Checker	34
John M. Stoffel	
Chief - Manufacturing Control	32

Security Handbook

The red, second edition Security Handbook dated July 1985, is obsolete and should not be used for security policy guidance. Upon completion of a revision to the Industrial Security Manual, a new Security Handbook will be published.

Employment

For the week ending September 5, Convair Division employment was 8,793; Space Systems Division was 2,775.

CONVAIR

WEEKLY LOG

SPACE SYSTEMS

Published by General Dynamics Convair & Space Systems Divisions

A Dozen Things We Should Do Every Day

Everyone counts. Individuals can make the difference. Here are a few items everyone can do every day to ensure the highest quality product:

1. Are personal or outdated copies of drawings removed from work areas?
2. Is your work area clean and orderly?
3. Are classified containers properly marked? Logs up to date?
4. Is time card or time card charging up to date?
5. Is your work authorization document available?
6. Do personal and company tools have current calibration labels?
7. Are company-issued stamps in your personal possession or control?
8. Is your certification card immediately available and up to date?
9. Are policies and procedures current, with no unauthorized documents in work area?
10. Is there expired age-dated material at your work station?
11. Do planning, shop orders, and drawings match?
12. Is the hardware or paperwork right? If it isn't, don't pass it on to the next operation.

Refer questions to your supervisor.

General Dynamics Scholarships for College-Bound Students

General Dynamics sponsors college scholarships through the National Merit Scholarship Corporation for children of employees. For their children to be eligible, employees must reside in the U.S. and must have at least two years of continuous company service before the scholarship is awarded.

Scholarship candidates must take the Preliminary Scholastic Aptitude Test/National Merit Scholarship Qualifying Test

(PSAT/NMSQT) in their junior year of high school. This test is given each October at public and independent schools. Students should make arrangements now with their school counselors to take the test.

The scholarship competition takes about a year and a half from the qualifying test, through the semifinal and final stages, to the awarding of scholarships. The maximum amount awarded is \$3,000 per year; the minimum is \$1,000.

For a booklet explaining the program, call Educational Services, 39558.

Congratulations to the Atlas team for the successful launch of Atlas 52-E from Vandenberg Air Force Base on Wednesday, September 17. Watch for an upcoming special edition of the *Weekly Log* highlighting the Atlas program at Vandenberg.



Sylvia L. Stofleth (117) of the Ground-Launched Cruise Missile (GLCM) Program Office was honored by the Air Force at the Quarterly Joint GLCM Program Management Review held in early September. Colonel R.A. Fritschie, GLCM System Program Manager, Aeronautical Systems Division at Wright-Patterson Air Force Base, presented Stofleth a plaque that reads, "With Appreciation From The Air Force Program Office For Outstanding Support Of The GLCM Program. We Couldn't Have Done It Without You!" Congratulations, Sylvia.

Make Your Reservation Today for the Blood Drive

Did you know:

- The San Diego Blood Bank is the only source for all 30 San Diego County hospitals.
- Donations of 300 pints a day are required to meet the community's needs.
- General Dynamics is the largest private contributor in San Diego County.

Call today to reserve a time to donate blood during the Convair, Space Systems, and DSD-Western Center combined blood drive. Each donor will receive a Life Saver's Club T-shirt.

Kearny Mesa — October 6 & 7
8:00 a.m. to 1:00 p.m.

Call 73820 for reservations

Lindbergh Field — October 8 & 9
8:00 a.m. to 1:00 p.m.

Call 28244 for reservations

Plant 19 — October 10

8:00 a.m. to 4:45 p.m.

Call 28244 for reservations

Sycamore Canyon — October 6
8:00 a.m. to 1:00 p.m.

Call 57134 for reservations

Round 'Em Up for the Santa Maria Barbecue

It's official: the Chuckwagon Gang from Vandenberg will be here this Saturday, September 27, to cook up an authentic Santa Maria Barbecue dinner. The action begins at noon, with contests, rides, dancing and a scholarship drawing. Dinner will be served starting at 3:00 p.m. Dinner tickets — \$7.00 for adults and \$2.00 for children under 12 — are available from all NMA boosters.

Campers should call 77252 for reservations. You'll need to give the following information: your name, telephone extension, RV size, and date of arrival.

SSR/COR Hotline

If you have questions or concerns on how to prepare for or handle situations dealing with the SSR/COR, September 29 through October 10, help is available. Your supervisor is the best first step. The next step is the SSR/COR Hotline, 74136. There will be someone available to answer your questions from 7:45 a.m. to 5:00 p.m., Monday through Friday.

Running Shoes and Lederhosen



If you're planning to enter the Swiftest Business in San Diego 10K Team Race on October 25, it's time to put together a team and start training for the big day. The race will follow a course around the Kearny Mesa plant and finish in Missile Park. It's open to three- to five-member teams from businesses throughout San Diego. There will be prizes for the top teams, and all runners will be entered in a drawing for mini-vacation packages, fitness equipment, and cameras.

Immediately following the run, General Dynamics will host a Health Fair in the park, featuring massage therapy, sporting goods and apparel, information on stress management and nutrition, and much more.

All General Dynamics employees, their families and friends, and all 10K participants are invited to stay in the park and kick up their heels at General Dynamics' first Oktoberfest. Mal Jaeger and Edelweiss will provide music and entertainment, and a special committee of honorary Bavarian elves will be hard at work to ensure that everyone has a good time.

Dinner tickets — \$4 for adults and \$3 for children under 12 — are available from all NMA boosters, the Community Relations office, and CRA mini-stores at Kearny Mesa and Lindbergh Field. For information on the Oktoberfest, contact Cal Samuels, 39955. Additional race information is available from Barbara Mooney and Mario Tamayo, 39921.

Volunteers are needed for both events. Please call Barbara, Mario, or Cal for details.

Employment

For the week ending September 12, Convair Division employment was 8,792; Space Systems Division was 2,768.

New Expense Forms

In response to questions about the new expense report forms, Convair's Financial Accounting has provided the following clarifications:

- In the Expenditures section, block 1 City Code, enter the city code under the day column where you spent the first night of your travel. For example, if you depart San Diego on a Sunday evening and arrive in New York at 1:00 a.m.

Monday, the city code for New York would be placed under Sunday's column, not Monday's. Similarly, if you leave San Diego on Sunday morning and arrive at your destination in the afternoon or evening, enter your destination's city code on Sunday.

Convair employees are reminded that the cutoff date for old expense forms is September 26. Also, as of September 29, 1986, all travelers must submit the white copy of their travel order to the cashier when picking up airline tickets and cash advances. Thereafter, only the new forms will be accepted.

Financial Accounting extends thanks for employees' cooperation. Your participation in this new system has already reduced outstanding cash advances by \$500,000. If you have any questions regarding the new forms, call Travel Audit, 24624.

The *Weekly Log* is published by Human Resources for employees of General Dynamics Convair and Space Systems Divisions. If you have stories of interest, please call Cal Samuels, 39955, or send them to MZ 11-1330.

Buckle Up

Randy McPheeters, manager — Safety and Fire Protection, and Mark Schwartzel, safety engineer, received special awards from the National Highway Traffic Safety Administration (NHTSA) for implementing the safety belt awareness program at Convair and Space Systems. The program is part of Buckle Up San Diego, which is funded by NHTSA and the California Of-

fice of Traffic Safety. General Dynamics became involved in the program at the end of 1984, when Buckle Up San Diego began working with area companies on safety belt awareness.

In 1985, the San Diego safety belt campaign, timed to coincide with the enactment of California's safety belt law, began in earnest. McPheeters and Schwartzel developed the "Safety Belt Fairy Tales" posters that have appeared in General Dynamics facilities from materials provided by Buckle Up San Diego. They have also provided other means of reminding employees to buckle up when they're on the road.

General Dynamics was one of the first San Diego companies to implement a safety belt awareness program. This early involvement established the company as an example for other San Diego companies that are starting programs of their own.

Enactment of the safety belt law, publicity, and ongoing public education through programs such as the one at General Dynamics caused San Diego's safety belt usage rate to double from June 1985 to February 1986, according to a study done by the University of California, Irvine. The research group, relates Louise Nichols of Buckle Up San Diego, studied 12 cities in California. Their results show that San Diego has the highest safety belt usage rate in the state. Nichols holds that education is a key factor in getting people to take the time to buckle up and feels that company programs have played an important role in San Diego's outstanding record.

Thanks to Mark and Randy for their efforts, and remember to keep buckling up.



Randy McPheeters, left, and Mark Schwartzel, right, receive awards from Buckle Up San Diego's Louise Nichols.

Welcome, SSR/COR Team!

CONVAIR

WEEKLY LOG

September 29, 1986

SPACE SYSTEMS

Published by General Dynamics Convair & Space Systems Divisions

Makeup Sessions for Employee Survey

Space Systems will conduct two makeup sessions for people who have not taken the employee survey. The sessions will be held on September 29 and 30 at 2:00 p.m. in the Kearny Mesa cafeteria. For information, call 77833.

Convair employees who have not taken the survey may do so during any of the regularly scheduled sessions listed below. Ask your supervisor to set up the date, time, and place by calling 38049.

Kearny Mesa sessions are scheduled as follows:

- September 29: Cafeteria — 7:30 a.m.; Bldg. 17, room 2 — 7:30 a.m., 9:30 a.m., 12:30 p.m., 2:30 p.m.
- September 30: Cafeteria — 7:30 a.m.; Bldg. 17, room 2 — 7:30 a.m., 9:30 a.m., 12:30 p.m., 2:30 p.m., 4:00 p.m.
- October 1: Cafeteria — 7:30 a.m.
- October 2: Cafeteria — 5:00 a.m., 7:30 a.m., 1:00 p.m., 4:00 p.m.
- October 3: Cafeteria — 7:30 a.m.

Lindbergh Field:

- September 29: Cafeteria — 7:30 a.m., 1:00 p.m.
- September 30: Cafeteria — 7:30 a.m., 1:00 p.m.
- October 1: Cafeteria — 7:30 a.m., 1:00 p.m.
- October 2: Cafeteria — 5:00 a.m., 7:30 a.m., 1:00 p.m., 4:00 p.m.
- October 3: Cafeteria — 7:30 a.m., 1:00 p.m.

Sycamore Canyon:

- October 1: Conference room — 1:30 p.m., 4:00 p.m.

Plant 19:

- September 29 and 30: Trailer — 7:15 a.m., 9:15 a.m., 12:00 p.m., 1:45 p.m.
- October 2: Trailer — 5:00 a.m., 7:15 a.m., 9:15 a.m., 12:00 p.m., 1:45 p.m., 4:00 p.m.

Still Time for Blood Donors to Sign Up

Convair, Space Systems, and DSD-Western Center employees can still make an appointment to donate blood next week. Active employee participation makes it possible to provide replacement services to all employees and their eligible dependents while providing a community service as well.

"Life Saver's Club" T-shirts will be given to all donors. Call now to make an appointment.

Kearny Mesa — October 6 & 7

8:00 a.m. to 1:00 p.m.

Call 73820 for reservations

Lindbergh Field — October 8 & 9

8:00 a.m. to 1:00 p.m.

Call 28244 for reservations

Plant 19 — October 10

8:00 a.m. to 4:45 p.m.

Call 28244 for reservations

Conflicts of Interest

General Dynamics Standards of Business Ethics and Conduct clearly states, "Under no circumstances can we compromise our integrity by accepting gifts, however small, from vendors. Receiving or soliciting gifts, entertainment, or anything else of value, therefore, is expressly prohibited."

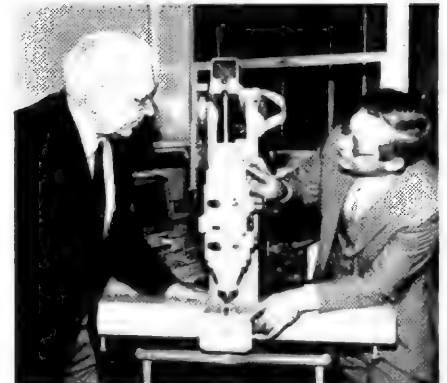
When attending a supplier conference, visiting a subcontractor, etc., General Dynamics employees must make arrangements to pay for their own refreshments and meals. Arrangements should be made for payment before the event. The Ethics Program office has form letters for employees to send to suppliers explaining the company's policies on this subject.

More Patent Awards

Congratulations to Space Systems Bill Stoodly (872-0). His invention of a self-contained, failure-tolerant, electrically-driven actuator for use in gimbaling engines on space vehicles was recently granted a U.S. patent. The development of

the actuator came about as part of the IRAD Advanced Centaur Development program, under the direction of Bill Kinney (871-0).

The actuator is expected to be superior to the hydraulic systems currently used on space vehicles, which require bulky pumps and fluid reservoirs. Stoodly's gearless actuator is battery powered. Even more important, the new mechanism is failure-tolerant. Stoodly explained that the device "carries its own spare tire"; it contains two motors and is designed so that if the first motor fails, the second is programmed to switch on with only a momentary delay in operation.



Bill Kinney, left, and Bill Stoodly examine the electrically-driven actuator.

NEO Notice

New Employee Orientation will not be held today. Plan on attending the next session on Monday, October 6.

DoD Reporting Requirements

General Dynamics employees must report any information concerning the situations listed below to Industrial Security as soon as the information comes to their attention.

- Espionage, sabotage, or subversive activities.
- Loss, compromise, or suspected compromise of classified material.
- Any security violations.
- Receipt of classified material not related to a classified contract, project, or program.

- Changes in employee's status; e.g., change in name or termination of employment when employee is in the process of being cleared by DoD.
- Relationships in designated countries.
- Adverse information — Any information regarding a cleared employee's inability to protect classified information; for example, suspected alcoholism, use of drugs, unexplained wealth, indebtedness, or flagrant disregard for the security of classified information.
- Travel to or through designated countries or attendance at any international meeting where designated country representatives are attending.

AIPE Award Goes to Steven Miller

Steven Miller, son of Convair's Bill Miller (355-0), recently received the American Institute of Plant Engineers award for top science fair project at the 32nd annual Science and Engineering Fair in Balboa Park. Miller, a student at Taft Junior High School, earlier earned first place overall at the fair and received a special award from the American Chemical Society.

Steven's project focused on the durability of roofing materials. He spent three months testing the effects of impact, weatherization, fire, and moisture on all roofing materials currently available and another three months repeating the tests. Miller's perseverance in repeating the tests particularly impressed the AIPE, which presented him with \$100 and a special plaque.



Steven Miller explains his project at the Science and Engineering Fair in Balboa Park.

Swiftest Business and Oktoberfest

On Saturday, October 25, teams representing companies throughout the county will be converging on Missile Park to compete in the Swiftest Business in San Diego 10K run. There is still time to show your company spirit by forming a three- to five-member team of co-workers and joining in the fun. There is no limit to the number of



Congratulations to graduates of Space Systems' August Program Managers Seminar. Back row, from left: C.Y. Lee, A. Cooper, T. Christensen, T. Stern, A. Breslauer, A. Robertson, C. Westling, B. Wennhold, F. West, J. Hollopeter, M. Schiff, H. Shelton. Front row: J. Parmer, J. Schuster, K. Nuss, W. Dyer, D. Heald, F. Bennett, R. Baade, B. Sharp.

teams that can compete. For information, call 39921.

Ist das nicht ein Oktoberfest? Ja, das ist ein Oktoberfest! Break out the lederhosen for one of the best events ever to hit Missile Park — the General Dynamics Oktoberfest, which follows the Swiftest Business run on October 25 from 12:00 to 5:00 p.m. All General Dynamics employees, their families and friends, and 10K participants are invited to celebrate a traditional Bavarian oktoberfest with beer, bratwurst, sauerkraut, German potato salad, and strudel. Mal Jaeger and Edelweiss will provide the music for a full day of polka dancing.

In addition to food and music, there will be booths for arts and crafts displays. If you or your family would like to display your handiwork, call 39955 to make arrangements.

Oktoberfest tickets can be purchased from NMA boosters, at the Kearny Mesa and Lindbergh Field CRA mini-stores, and the Community Relations office in Kearny Mesa building 1, first floor. The cost is \$4 for adults and \$3 for children 12 and under. The price includes a complete dinner.

Take Time For Time Cards

Question: How do I record my labor if I am cross-charging between Convair and Space Systems Divisions?

Answer: Use your preprinted TDC from your home division, making sure to record the department you are cross-charging to in the Revised Work Department column. Refer to Labor Accounting Manual 3-1-3 for the detailed policy on allowable cross-charging.

Question: Should I take my time card with me whenever I leave my work area?

Answer: If you will be changing charge

numbers while away from your work area, you should take your TDC with you in order to keep it current. If you will not be changing charge numbers while away, you should leave your TDC at your workstation. When at your workstation, your TDC must be kept in a visible place and available for audit at all times.

If you have questions on completing your TDC, call the Labor Charging Help Line, 24647. Second- and third-shift employees may leave their names, phone numbers, and times they can be reached on the answering machine. Their calls will be returned the following evening.

Space Systems Super Savers

Congratulations to all the Space Systems "super savers" whose participation in the Cost Reduction Proposal (CRP) program generated \$851,000 in cost savings during the first six months of 1986. CRP originators will receive special certificates of recognition and merchandise awards for their contributions.

Participants in the Employee Suggestion program were "super savers," too. They added another \$355,000 in cost savings. Several of the more recent suggestions have been coauthored by Space Systems and Convair employees, demonstrating the positive results of teamwork between divisions. Special recognition goes to Greg Gauer (242), Greg Pate (771), William Eggert (759), Thomas Krause (856), William Podsedley (836), John Sieb (869), and Karen Spinar (633-5) for their contributions to the program.

Employment

For the week ending September 19, Convair Division employment was 8,794; Space Systems Division was 2,773.

Published by General Dynamics Convair & Space Systems Divisions

DIS Approves Security System

The Defense Investigative Service (DIS), after completing its recent semiannual inspection, gave our security system a satisfactory rating. Stanley Pace, General Dynamics Chairman and Chief Executive Officer, congratulated General Manager John McSweeney and the Convair division employees on the success of the inspection.

Dan Owens, director - Industrial Security, said, "The rating was made possible only through the dedication and hard work of each employee. Cooperation and teamwork made the satisfactory rating possible, and our employees have demonstrated their awareness of security procedures and responsibilities."

Congratulations to everyone who contributed to the satisfactory rating.



Secretary of the Air Force Recognizes Atlas 52E. At the recent Air Force Association conference in Washington, D.C., the honorable Edward C. Aldridge, Jr., Secretary of the Air Force, and his wife, Jody, extend congratulations to Space Systems Division on the launch of Atlas 52E.

Blood Drive Begins Today

Remember Your Appointment

October 6 & 7

Kearny Mesa Fire Station

8:00 a.m. to 1:00 p.m.

Call 73820

October 8 & 9

Lindbergh Field Fire Station

8:00 a.m. to 1:00 p.m.

Call 28244

October 10

Plant 19 Mobile Unit

(Outside Bldg. 4)

8:00 a.m. to 4:45 p.m.

Call 28244

Pick up your new "Life Saver's Club" T-shirt when you donate.

Operations Recognizes Employees of the Month



At the recent Operations Employee of the Month quarterly breakfast hosted by Ken Lake, Convair division vice president - Operations, employees were recognized for their outstanding performance. Guest speaker Rudy Molina, Convair division vice president - Quality Assurance, expressed his appreciation for the team spirit and "can-do" attitude demonstrated by Operations personnel. He also recognized Lake's staff for their interdepartmental cooperation, which contributes to the overall success of the division.

Lake cited the employees for their efforts that have contributed to meeting Tomahawk and KC-10 programs' schedules and emphasized the importance of facing problems with a positive attitude and communication. "When confronted with problems and challenges," Lake said, "some people simply complain, but people like our employees of the month offer solutions to these problems."

Congratulations to the Operations Employees of the Month.

Fabrication & Production Engineering

Bob Hicks

Alberto Pardo

Ronald Cain

John Weber

Charlie Wiley

Aircraft Programs

Steve Gates

Joe Gomez

Dennis Bronk

Joe Saa

Operations Administration

Bob Fluty

Sandra Zembachs

Joel Carroll

Tom Nager

Procurement

Jim Beach

Bill Walling

Terri O'Connell

Thea Austin

Manufacturing Engineering

Robert Gabor

Pearl Stanley

Paul Figueiredo

Walt Janicki

Manufacturing/Material Control

Linda Todd

Sally Bond

Gary Cheatham

Ken Hogan

CM Manufacturing Product Line

Christina Shopoff

Alice Bloxon

Earl Boyer

Ronald Stokes

Plant Services

Eugene Earle

Greg Boudreau

Greg Nestor

Advanced Programs

Rudy Sengleman

Ed Martinez

Our Commitments

"To our customers we will be attentive and strive to maximize the value, quality, and operability of General Dynamics products and services."

— General Dynamics Standards of Business Ethics and Conduct

Aleshire Named Competition Advocate

Congratulations to Convair's Dr. Merle J. Aleshire for his recent appointment as division competition advocate. In this role, Aleshire is involved in the early stages of new programs — from research and devel-

opment through full-scale development — to ensure maximum opportunity for subcontract competition.

The Competition Advocacy Program ensures that goods and services are procured from qualified suppliers at the lowest cost, while meeting both federal requirements and General Dynamics Standards of Business Ethics and Conduct. General Dynamics is recognized by representatives of government and private industry as the national leader in subcontract competition advocacy.

Many of these activities complement Aleshire's additional duties as Convair's director of the Productivity/Quality Improvement Program (P/QIP). As director, Aleshire is responsible for maintaining awareness of productivity and quality improvements in the aerospace industry, promoting P/QIP innovations at Convair, and providing guidance for implementing new projects. He also serves as the P/QIP liaison with the corporate office and other divisions.



Dr. Merle J. Aleshire, P/QIP director and competition advocate.

Take Time for Time Cards

New preprinted TDCs were distributed to all employees last week. The new TDCs incorporate a revised certification statement for all employees and the provision for salaried exempt employees to record all hours worked.

Employees must use their new preprinted TDC, but may also use existing supplies of TDCs for supplementary cards through December, provided that they are preprinted with "Mischarging Is Illegal."

Amendment No. 2 to Labor Accounting Manuals 2-1, 2-2, and 3-1-1 was distributed last week. It provides detailed instructions for completing the new TDCs.

If you have questions concerning the new time cards, call the Labor Charging Help Line, 24647.

Swiftest Business and Oktoberfest



On Saturday, October 25, two special events will be taking place at Missile Park: the Swiftest Business in San Diego 10K run and the General Dynamics Oktoberfest. For information on the 10K run, call 39921.

In addition to the festivities of the Oktoberfest, from noon to 5:00 p.m., booths will be available for employees and their families to sell their arts and crafts. Booth rental will be \$10; make your reservation now.

Oktoberfest tickets are available from NMA boosters, CRA ministores, and the Community Relations office at Kearny Mesa in building 1, first floor.

For additional information, call 39955.

Public Service Announcements

- KPBS Public Broadcasting will be conducting a fund-raising telethon December 5 through 14. If you would like to volunteer to take phone pledges during the event, please call Community Relations, 39955.
- The San Diego Zoological Society is now eligible to receive funds from the corporate Matching Gifts program. Application forms for matching gifts are available in the Community Relations office at Kearny Mesa in building 1, first floor.

August Retirees

Thanks and best wishes for a happy retirement to these employees who retired in August:

Name (Classification)	Years of Service
Clarence D Amos	
Launch Service Tech	29
Theodore Bednarczyk	
Stock Clerk	16
Robert Coons, Sr.	
Sr. Reliability Engineer	8
Helen G. Cooper	
Staff Secretary	33
Lester M. Craig	
Operations Project Rep	39
Roy L. Davis	
Logistics Administrator	35
Donald P. Dubois	
Procurement QA Rep.	22
Charles H. Fountain	
Ops General Supervisor	36

Jose P. Gomez	
Aircraft Assembler	44
Helen N. Harris	
Sr. Engineer	26
Eldon F. Isham	
Operations Representative	30
Tobias Jaramillo	
Ops General Supervisor	34
Joseph J. Kiszla	
Group Engineer	28
Charles W. Lacy, Jr.	
Superintendent	33
Alexander Leondis	
Sr. Engineering Specialist	28
Charles Marsden	
Sr. Financial Specialist	28
James N. Megargee	
Design Drafter	34
Hugo F. Mohrlock	
Patent Agent	35
Jean E. Neumann	
Engineering Lab Supervisor	29
Frank G. Pallan	
Sr. Custodial Service Specialist	28
James B. Persing	
Milling Machine Machinist	30
Marvin G. Rusting, Jr.	
Sr. Launch Service Mechanic	45
Charles P. Sinfield	
Engineering Specialist	4
John N. Soures	
Group Leader	30
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The *Weekly Log* is published by Human Resources for employees of General Dynamics Convair and Space Systems Divisions. If you have stories of interest, please call Cal Samuels, 39955, or send them to MZ 11-1330.

The New EM/OS Is Coming

During December, Convair and Space Systems Divisions will implement Version 2.1 of EM/OS, which includes new features such as multiple distribution lists, nicknames for easy addressing, retrievable deletions, and easy filing.

To facilitate the conversion, all EM/OS accounts must have clean indices. For this reason, users should spend a few moments during their logon sessions to review messages then file or delete those messages. All EM/OS users will receive guidelines and seminar information over the next two months.

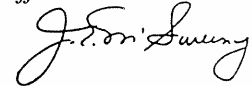
Employment

For the week ending September 26, Convair Division employment was 8,803 Space Systems Division was 2,699.

SSR/COR Results

I am extremely proud of your achievement on the SSR/COR. The team members commented specifically on your positive attitude, your preparation, and the cleanliness of the facility. Overall, we are satisfactory, with some areas needing improvement. I look forward to receiving the final report.

Thank you very much for your efforts.



John McSweeney
Convair Vice President
and General Manager

Swiftest Business and Oktoberfest



Team entries for the October 25 "Swiftest Business in San Diego" 10K race are flowing in, according to the Health-Fitness Center. As of October 8, about 15 General Dynamics teams had officially entered the race, with more anticipated before the deadline, October 17.

Look out for the General Dynamics team headed up by Andy Mackay. They may be the team to beat, with runners selected from "the fastest at General Dynamics," according to Captain Mackay.

Other General Dynamics teams include "Here for the Beer," Frank Heitman, captain; "Rockets" and "Run for Fun," with captains Robert Sagat and David Weisner from Convair Finance; "Best of the 20s and 50s," with Electronics' Bill Shine as captain; Space Systems' "Killer Bees," Jim Holope-

ter, captain; "Beauty and the Beast," from Convair Logistics with Bob Castell as captain; "Hawkers," anchored by Bernie Kuchta and Ed Squires from Convair; "We're Dyin' While We're Tryin'," a Convair Data Management team with Scott Williams as captain; two teams from Space Systems Human Resources; and many others.

The Health-Fitness Center also reports entries running at a high level from other San Diego companies as well, so the turnout for the October 25 race is expected to be excellent. Call the Health-Fitness Center, 39921, for more information.

After the Swiftest Business 10K run, it'll be time for Oktoberfest. San Diego General Dynamics employees, families, and friends will don their lederhosen and dirndls and dance away the afternoon to authentic Oktoberfest music. Games, clowns, prizes, German food, beer, and much more will be included in the festivities.

Arts and crafts booths will be available for employees and their families to sell their handiwork — an ideal opportunity for early Christmas shopping. (If you would like to rent a booth, call 39955. The cost is \$10.)

Tickets for the Oktoberfest are available from NMA boosters, CRA ministores, and the Community Relations office. There is

no cost for admission to the event, but the tickets cover the cost for meals — \$4 for adults, \$3 for children 12 and under. Meal tickets will be \$5 if purchased on the day of the event. By purchasing tickets in advance, you will save money and help in planning the catering needs.

Free child identification service will also be available during both the Swiftest Business and the Oktoberfest.

For information on the Oktoberfest, call 39955.

"Ike" to Air on KPBS October 15

In his long and illustrious career, Dwight David Eisenhower came to know war all too well, as a soldier waging it and as a statesman preventing it. As Supreme Allied Commander in Europe during World War II, Eisenhower led the greatest invasion in human history — D-Day. As two-term president of the United States, Eisenhower confronted his top advisors and prevented what might have been a nuclear World War III.

The KPBS presentation of "Ike" shows that there was more to Eisenhower than the momentous history for which he is known — there was the Eisenhower loyal to his
(Continued on back.)



Avoid a Shock and Pay Less. Convair's Tom Raistrick (463-1), manufacturing engineering analyst, was recognized as Suggester of the Month for August. His winning idea pinpointed cost savings in the purchase of electrostatic discharge material. Tom (fourth from left) is pictured with his fellow employees because, as he puts it, "We are all part of a team." Special thanks to Tom for his suggestion and to the spirit of teamwork that keeps those good ideas coming.

friends, and the Eisenhower haunted by the tragic loss of his infant son.

Emmy Award-winning actor E.G. Marshall will portray Eisenhower hour-long presentation of "Ike," airing on KPBS television Wednesday, October 15, at 8:00 p.m. The program is funded by General Dynamics.



E.G. Marshall as Eisenhower.

Last Chance to Take the Survey

If you still would like to take the employee survey, this is your last chance. For arrangements, call the appropriate number today: Convair, 38049; Space Systems, 77455.

Ski Trade '86

The Convair Snow Ski Club is hosting the San Diego Council Annual Ski Trade '86 on Saturday, October 18, from 10:00 a.m. to 3:00 p.m. at Missile Park. Club booths, prizes, snack bar, and travel programs will be available. Bring your ski articles to sell or trade and join in the activities.

The event is open to the public, and is an excellent opportunity for would-be skiers to get some great deals on beginner's ski equipment.

For more information, call Connie Smith, 28234.

Bulletin Board Reminder

Employee bulletin boards are provided for employees to advertise personal items. When posting an ad, please use a 3- x 5-inch index card. Include the date, and remove the card after 30 days.

Commercial advertising and company fliers are not allowed on employee bulletin boards. Supervisors should appoint monitors to ensure that the boards are properly used and maintained.

If you have questions, please call Internal Communications, 39955. Thank you for your cooperation.



Missile Park was recently the site of the first Convair Structures Lab Reunion. About 40 employees and retirees gathered to picnic and reminisce about their days together in the Structures Lab. Many remembered the lab's move from Lindbergh Field to its current location at Plant 19 in the 1950s, as well as the intensive 24-hour-per-day testing that went on during the 1970s. Richard Gilbert (553-2), who organized the event, reports that the Structures Lab folk and their families are looking forward to another get-together in the future.

Pinecrest Park Update

Because of the tremendous demand for the rental trailers now available at Pinecrest Park, the reservation policy has been adjusted. To reserve a trailer for the upcoming month, you must call on the first Tuesday of each month starting at 9:00 a.m. The only number for making reservations is 39920.

In addition to the change in reservations procedures, a three-day minimum stay is required for trailer rental during an extended holiday weekend.

To reserve regular RV and tent camping spots, call 765-0464.

Public Service Announcements

- KPBS Public Broadcasting will be conducting a fund-raising telethon December 5 through 14. If you would like to volunteer for a GD team to take phone pledges during the event, please call Community Relations, 39955.
- The San Diego Zoological Society is now eligible to receive funds from the corporate Matching Gifts program. Application forms for matching gifts are available in the Community Relations office at Kearny Mesa in building 1, first floor.

Security Reminder

The burn barrels throughout the plants are not authorized for disposal of classified material. Only General Dynamics Private Information, Proprietary, and Competition Sensitive material may be placed in these containers for destruction.

Tour the Orient

As part of General Dynamics' continuing effort to promote tourism to countries that buy our products, all employees, retirees, family members, and friends can tour the Orient at a savings of up to 28%, plus an additional discount of \$50 per person. Tour prices start at \$1,195, less the special discount, for a 10-day shopping tour to Korea and Hong Kong. The price includes air fare from Los Angeles, deluxe hotel accommodations, selected meals, transfers, sightseeing, and portage. More comprehensive tours of China, Japan, Singapore, Thailand, and Indonesia are also available. For more information, contact the General Dynamics Travel Services office, 77660, or pick up a pamphlet and brochure from the Employee Benefits offices at Kearny Mesa or Lindbergh Field.

The *Weekly Log* is published by Human Resources for employees of General Dynamics Convair and Space Systems Divisions. If you have stories of interest, please call Cal Samuels, 39955, or send them to MZ 11-1330.

Managing Editor Cal Samuels
Production Editor Nancy Mumford
Design/Layout Peter Urban
Typesetting Dianna Rich

Employment

For the week ending October 3, Convair Division employment was 8,793; Space Systems Division was 2,697.

Published by General Dynamics Convair & Space Systems Divisions

Convair Support for SSR/COR

14 October 1986

Dear Mr. McSweeney:

Over the past several months Convair has been actively involved in the preparation and participation of the first joint Systems Status Review/Contractor Operations Review (SSR/COR) conducted by Defense Logistics Agency and Air Force Contract Management Division. The magnitude and complexity of this exercise presented a tremendous challenge to the resources of this division, and I am proud to say that Convair has successfully met that challenge.

It would be possible for us to single out for special recognition the many individuals whose courtesy and professionalism were most visible due to their roles as facilitators, but I am convinced that that would not do proper justice to the thousands of other individuals in this company who may deservedly take pride in the successful accomplishment of this review.

Therefore, on behalf of DCASPRO General Dynamics, I wish to thank you and each Convair employee for the outstanding job you have done to support this mission. We look forward to the continuation of this cooperative spirit in our ongoing relationship for many years to come.

Sincerely,



D.D. Christopher
CAPT, SC, USN
Commander



Thousands of Convair employees recently enjoyed the picnic hosted by General Manager John McSweeney at Missile Park. The event was held in celebration of the successful SSR/COR audit and to show appreciation for the excellent work that the entire division contributed to the satisfactory outcome.

Space Systems Notices

- Space Systems Division Labor Accounting has now relocated to Century Park, building 2, second floor.
- Space Systems Travel Audit is now located at mail zone C2-7121. All expense report forms should be mailed to this new address.

In addition, the only authorized expense report form for Space Systems is Form SSD 5012 (available at Engineering Supplies and Commercial Stores). If you have Form SSD A1515, please do not use it. It is obsolete and should be destroyed.

Bulletin Board

Hudson and Bauer at October Meeting. Hudson and Bauer, the KFMB morning radio team, will be the guest speakers at the National Management Association Space Systems Division Chapter dinner meeting on October 22 at the Holiday Inn Embarcadero. No-host cocktails begin at 5:00 p.m., and dinner is at 6:15 p.m. Get your tickets from the nearest Space Systems Division booster. Make your table reservations with Glorene Anderson, 75577.

Disneyland Night. Although Disneyland Night will not be until January, a new twist has been added that you may want to know about in advance. When you purchase your ticket, you can choose to attend any of these Saturday nights: January 10, 17, 24, or 31. Prices are \$10.50 for adults and \$8.50 for children. For information, call Jody, 28142.

Buy a Bone. The Natural History Museum has announced a new program to build an Allosaurus dinosaur exhibit. You can help by "buying a bone," with contributions ranging from \$10 to \$10,000. For information, call Martin Schuler, 28129.

Call for Papers. The International Society of Parametric Analysts is looking for candidates to present workshop papers at the annual conference to be held in San Diego in May 1987. The categories for this year's presentation include Application and Methodology used in Parametric Cost Estimating, New Parametric Tools and Techniques, and Management Issues of Parametric Cost Estimating. For information, call Jim Fox, 75291.

SPACE Bulletin. The Salaried Position Announcements for Career Enhancement (SPACE) bulletins are being published once again by Space Systems Division. The biweekly bulletin will be posted on Space Systems information center bulletin boards. Employees are encouraged to apply for positions through Professional Staffing.

Lifestyle Planning. A high-powered video program is available through NMA Convair Chapter to give individuals the tools and expertise to manage their professional and personal lives. For information, call Bell Gavino, 49886.

Certified Manager. If you are interested in learning what is required to be certified as a professional manager by the Institute of Certified Professional Managers, call NMA representative Bill Frank at 38206.



In serious training for the Swiftest Business and Oktoberfest. From left: Cal Samuels, Mario Tamayo, Barbara Mooney, Theresa Scherer, and John Tucciarone. The two separate events will provide an exciting day for General Dynamics employees, their families, and friends.

Swiftest Business and Oktoberfest

This Saturday, October 25, General Dynamics will be hosting two separate fun-filled events.

The Swiftest Business in San Diego 10K run, beginning at 8:00 a.m., will involve teams from companies throughout the county competing for the Mayor's Cup trophy. Other awards will also be presented to winners in categories such as best men's team, best women's team, best mixed team, best costume team, and many more. A health fair will follow the 10K run.

You still have time to form a team of three to five coworkers. To do so, call 39921 for registration information.

Immediately following the Swiftest Business 10K is the Oktoberfest for all San Diego General Dynamics employees, their families, and friends. Enjoy German music and food, beer, and games from noon to 5:00 p.m.

Division products will be on display and arts and crafts booths will be available for early Christmas shopping. Clowns will add to the festivities, and minitrain and carousel rides will round out the event.

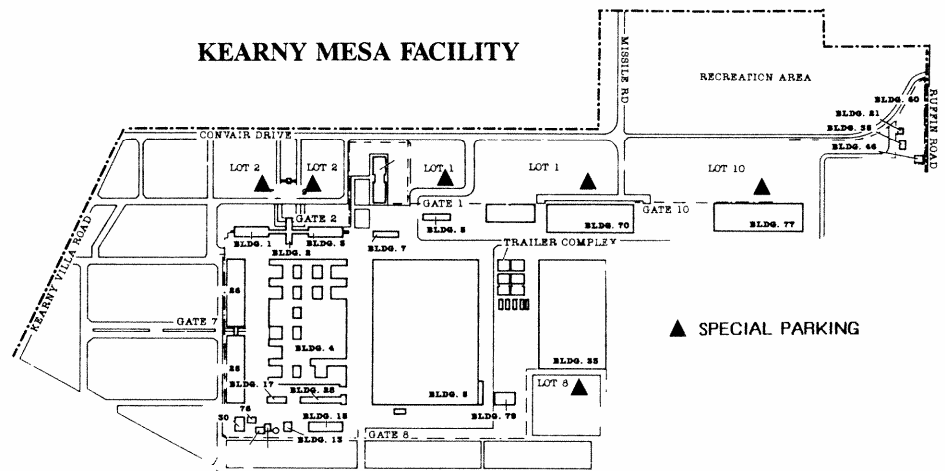
The Oktoberfest is more than a company picnic. It is an authentic Bavarian Oktoberfest to provide employees with a taste of European autumn tradition. There is no cost for admission, but meal tickets are \$4 for adults and \$3 for children 12 and under. If purchased on the day of the event, tickets will be \$5. You can purchase tickets from NMA boosters, the CRA ministores, and the Community Relations office at Kearny Mesa, building 1, first floor. For information on the Oktoberfest, call 39955.

Employment

For the week ending October 10, Convair Division employment was 8,800; Space Systems Division was 2,686.



Time for a Time Change. Teresa Nelson, Department 340-0, reminds us to set our clocks back this Saturday night as daylight savings time officially comes to a close at 2 a.m. Sunday morning, October 26. Enjoy the extra hour.



Employee Special Saturday Parking Procedures

Because of the General Dynamics-sponsored Swiftest Business in San Diego 10K run on Saturday, October 25, employees are asked to park in the special areas designated below before 7:30 a.m. All parking lots will be closed off during the race, but will be reopened around 9:15 a.m. Thank you for your cooperation.

Take Time for Time Cards

Although the cost ledger for Convair and Space Systems Divisions will not be split until January 1, many of the functions performed by the Accounting department have already been separated.

It is important to address your labor charging questions to the Accounting department in your division because the labor recording procedures for each division may be different. At right are the more frequently used extensions for labor charging questions:

	Convair	Space Systems
Labor Charging		
Help Line	24647	77311
Ethics Hot Line	38120	38367
Time Audit	24651	77809
Timekeeping	73372 (KM)	73301
	28626 (LF)	73302
Payroll	24700	77827
Travel Audit	24624	77853, 77854

Employees who travel and record labor on the Weekly Travel and Time Distribution Forms (A200) should forward forms to: Convair Division — MZ 84-1933; Space Systems Division — MZ C2-7124.

Published by General Dynamics Convair & Space Systems Divisions

Productivity Improvements in ILS



Jeff Collins and Scott Hansen, ILS mechanical engineers in Department 261-0, are working with an anthropometric model (here, a three-dimensional simulation of a human arm) on the CAD system to verify adequate clearance in a cruise missile weapon system turbine generator for future maintenance work.

Computer-Aided Logistic Support

In September 1985, the DoD-Industry Task Force on Computer-Aided Logistic Support recommended action to improve supportable weapon system design. One recommendation was accelerated integration of reliability, maintainability, and supportability design tools into the computer design and engineering process.

Convair's Integrated Logistic Support group has been actively pursuing this objective. Their goal is to develop techniques to streamline complex hardware analysis during design and validate — before manufacturing — component packaging, accessibility, and hand tool clearances.

With the latest high-speed, interactive robotics and kinematics software packages, ILS now has the tools to perform logistic support analysis and verify technical order procedures throughout the evolutionary design process. ILS CAD data bases include information pertaining to geometric structure, access openings, internal components and interface connections: nuts, bolts, clips, screws, etc. Geometric and textual information can be stored for easy update as designs change.

As a result, ILS engineers are now creating three-dimensional models from engineering drawings that are as accurate as if they existed on the factory floor. According to Mary Klement, chief — Logistic Planning & Technology Development, "Supportability analyses can be validated before drawings are released to manufacturing and trade studies can be performed with more accurate data. As designs evolve, ILS can incorporate change recommendations and avoid costly rework."

Think About It: What is a Customer?

- *The customer* is the most important person in any business.
- *The customer* is not dependent on us; we are dependent on him.
- *A customer* is not an interruption of our work, he is the purpose of it.
- *A customer* does us a favor when he comes in; we aren't doing him a favor by assisting him.
- *A customer* is part of our business — not an outsider. A customer is not just money in the cash register. He is a human being with feelings and deserves to be treated with respect.
- *A customer* is a person who comes to us with his needs and wants. It is our job to fill them.
- *A customer* deserves the most courteous attention we can give. He is the lifeblood of this and every business. He pays your salary. Without him we would have to close our doors. Don't forget it.

Blood Drive a Success

The recent combined Convair, Space Systems, and DSD-Western Center blood drive netted 641 units of blood. A special thanks goes to each individual who contributed to this all-important community service.

Employees Rescue Coworker

When a fellow employee was confronted with a life-threatening situation at Vandenberg Air Force Base, several Space Systems employees showed their mettle by responding in a manner worthy of recognition.

Upon realizing that a coworker was not at his workstation at Space Launch Complex 3, Dick Irwin, supervisor, initiated a search to locate the individual. After finding the unconscious employee, the rescuers administered first aid and monitored vital signs until professional medical personnel arrived on the scene.

The stricken employee recovered thanks to the prompt actions of his coworkers. In appreciation for their efforts, Alan Lovelace, vice president and general manager — Space Systems Division, personally sent letters to each employee. In part, the letters read, "Your quick thinking, concern, and care for another fellow employee is a credit to you and your organization. Thank you for a job well done. You have set a fine example for others at General Dynamics."

In addition to the letters from Lovelace, the employees also were presented Pacesetter awards.



Chuck Harter (left), base manager and acting Atlas Program director, and Tom Heter (right), chief of site support, were on hand at the Pacesetter awards ceremony. The award recipients are (starting second from left) Dick Irwin, Kirk Bates, Rufus Hill, Dan Adams, Sarvous Blocker, and Howard Deboi.

HR Employee of the Month

Elizabeth Donohue, Relocation administrative assistant, was recently named Human Resources Employee of the Month for September.

Elizabeth was recognized for the outstanding manner in which she accomplishes her tasks. She alone is responsible for relocating employees, arranging temporary living accommodations, auditing and processing relocation expense reports, processing plant visit expense reimbursements, and responding to new hire and transfer relocation questions and problems. From January to August 1986, Elizabeth has helped to relocate nearly 350 employees.

Congratulations, Elizabeth.



Joel Brilliant, supervisor – Professional Staffing, left, and George Roos, Convair division vice president – Human Resources, congratulate Elizabeth Donohue as Employee of the Month.



Mario Sesmundo (872-0), a design engineer with the Titan/Centaur program, was recently appointed the new head of the San Diego Coast Guard Reserve's Public Works Section. This promotion comes after 21 years of service, including six years of active duty in the U.S. Navy. His new responsibilities include overseeing the Coast Guard's carpentry shop and ground support equipment for San Diego County. Mario's previous experience was with the Coast Guard's law enforcement section, where he worked to prevent drug trafficking.

Reservists like Mario are usually active on weekends so that Coast Guard regulars can enjoy a well-deserved day off, knowing that their duties are in good hands.



Thanks to the suggestion of Diana Tschritter, Department 738-0, these Space Systems and Convair employees are showing their support of the "Say No to Drugs" campaign by wearing red ribbons.

Say No to Drugs

On Saturday, October 25, San Diego County kicked off its "Say No to Drugs" campaign at the Escondido North County Fair. Space Systems, Convair, and Electronics Divisions participated by providing 5,000 balloons for the event.

The campaign is part of San Diego Drug Awareness & Crime Prevention Week currently being promoted through schools and other organizations. Convair and Space Systems employees can demonstrate support of the program this week by wearing red ribbons.

Bulletin Board

NMA Tour. A tour of SDG&E's largest fossil-fueled electric generating plant in Carlsbad is scheduled for Saturday, November 22. For information, call Jim Davis, 75423.

Lifestyle Planning. A high-powered video program is available through the NMA Convair Chapter to give individuals the tools and expertise to manage their professional and personal lives. For information, call Bell Gavino, 49286.

Ski Balboa Park. The Convair Snow Ski club invites beginning skiers to participate in the Annual Dryland Ski School in Balboa Park on November 2, 9, and 16. For information, call Connie Smith, 28234.

Computer News. Harris ADA[®] has just been installed in the San Diego General Dynamics Harris facility. This is a high-performance system for developing application, real-time, and systems software. For information, call Fred Peter, 49722.

The Convair Library can perform computer searches of data bases containing more than 10 million citations to technical literature in the following areas: aerospace engineering, space development, defense technologies, and materials science. In addition, library personnel can search for

technical reports or for up-to-date, work-in-progress reports on more than 25,000 defense contractor companies. There is no charge for this service. Call 73687 for more information.

Lost and Found. A ring was found at Lindbergh Field. If you think it's yours, call Louise, 26578.

Tour the Orient

Through the General Dynamics Offset program, you can chase away the winter blues with a vacation in Hong Kong and Korea at affordable prices.

Between January 1 and February 28, you can take a seven-day shopping tour of Hong Kong that includes air transportation from San Diego on Korean Air and five nights lodging for \$799. The package also includes transfers, breakfast daily, and a half-day sightseeing tour. Many options are available for extended tours of Seoul, Chiang Mai, Thailand, Bangkok, Singapore, Taiwan, and the People's Republic of China.

General Dynamics employees and retirees receive an additional \$50-per-person discount. And, there are special concessions for group travel.

Brochures about the Orient vacation package and discount coupons are available from Travel, 77660. Ask for Norma.

The *Weekly Log* is published by Human Resources for employees of General Dynamics Convair and Space Systems Divisions. If you have stories of interest, please call Cal Samuels, 39955, or send them to MZ 11-1330.

Employment

For the week ending October 17, Convair Division employment was 8,809; Space Systems Division was 2,686.

November 3, 1986

CONVAIR

WEEKLY LOG

SPACE SYSTEMS

Published by General Dynamics Convair & Space Systems Divisions

Convair Receives Silver MEP Award

During the recent corporate quarterly review, General Dynamics President Oliver C. Boileau presented Convair General Manager John McSweeney with a 1986 Management Effectiveness Program (MEP) silver award. This award is part of the MEP awards program, which recognizes divisions and subsidiaries whose preparation, conduct, and results of the MEP Review demonstrate excellence.

The award will be placed on display in the lobby of Kearny Mesa's building 2.

In a letter to McSweeney, Boileau said, "Congratulations on the fine performance by you and your Convair team during the 1986 MEP Review. Our team was very impressed with your internal review process and the obvious interest and dedication of everyone involved."



"Indirect Charges" display the Mayor's Cup trophy. From left are George Roos, Convair division vice president - Human Resources, Convair's Robert Scott, Jim Engel, Dan Raby, Space Systems' Andy Mackay - team captain, and Deputy Mayor Ed Struikma. (Team member Tim Smith was unavailable for photo.)

**Exercise Your Right
as an American.
VOTE
Tuesday, November 4.**



At a recent service awards breakfast, Convair General Manager John McSweeney recognized employees for 35, 40, and 45 years of service with the company. Front row, from left: John McSweeney, Lois DeSoto (35 years), Dave Cumming (35), Joe Rose (35), George Vollmer (40), and Fred Matern (45). Back row: Ray Beuligmann (staff), Don Myers (35), Bill Smith (35), Herbert Buehler (35), Norm Tipton (staff), Ken Lake (staff), Roy Johnson (35), Frank Thompson (staff representative), and Bob Nicholas (35).

General Dynamics Captures Mayor's Cup

The team, "Indirect Charges," made up of five Convair and Space Systems employees, brought home the Mayor's Cup trophy in the recent Swiftest Business in San Diego 10K run hosted by General Dynamics. Nearly 500 runners representing 96 teams from companies throughout the county assembled at Missile Park on October 25 to compete in this event.

At the crack of the starter's pistol, race participants took off around a specially designed course through the Kearny Mesa area. They crossed the finish line by the minitrain station at Missile Park. After the run was over, the runners relaxed with refreshments, rehearsed the race, and browsed through the health fair in the park.

Special thanks go to Mario Tamayo, Barbara Mooney, Theresa Scherer, and the other Health-Fitness Center staff members and volunteers who helped to make the event a success.

Space Systems New TDCs

On Friday, October 3, all Space Systems Division employees received Time Distribution Cards (TDCs) in a new format that

includes a line for All Hours Worked and a shaded line showing Hours Paid. The cards are different from those used at Convair Division.

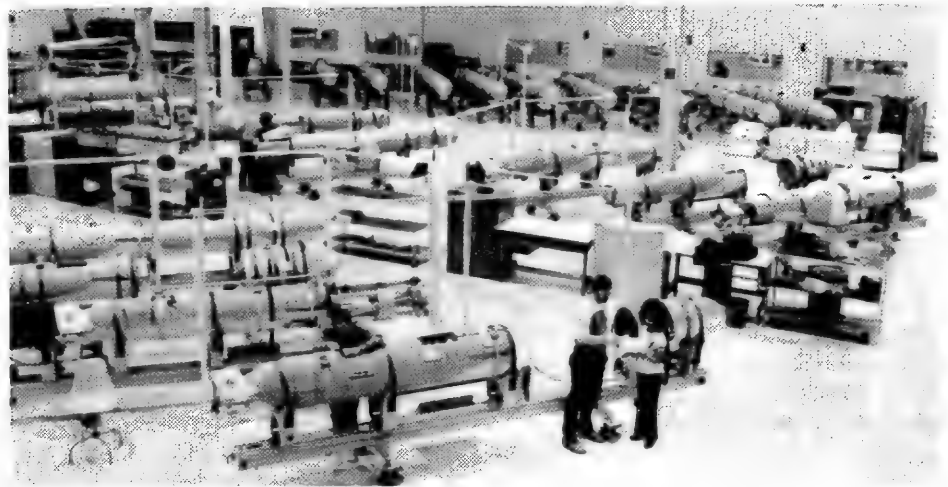
Here is the procedure for totaling the new TDC: Total all hours net of any adjusted hours on your Salaried TDC. The grand total should be written in the All Hours Worked block. This procedure is different from the instructions issued in the Convair LAM 3-1-1. Any questions regarding these instructions may be directed to Space Systems Division Labor Hotline, 77311.

Also, if you have any blank TDCs in your desk or workstation that do not show the All Hours Worked block, discard them. New TDCs are available from Timekeeping, 77301.

September Retirees

Thanks and best wishes for a happy retirement to these employees who retired in September:

Name (Classification)	Years of Service
Delfina S. Alisea	
Missile Mechanic	24
Donald L. Barnett	
Engineering Specialist	8
Herbert A. Billings	
Purchasing Agent	32
Robert W. Casebolt	
Engineering Specialist	32
Elizabeth R. Colace	
Accounting Analyst	27
Guillermo R. Corella	
Plumber	30
James DeHope	
Operations Supervisor	43
Gilbert T. Draper	
Group Engineer	34
Harold N. Gilmore	
Engineer	4
Elmer T. Glynn	
Grinder Machinist	9
Cecil C. Hays	
Computer Systems Analyst	30
William E. Herring	
QA - Group Engineer	24
Wayne C. Hetzler	
Engineering Illustrator	32
Ida M. Kerrigan	
Plastic Fabricator	12
Lee Roy Matthews	
Stock Clerk	26
Ernest F. McCormick	
Group Leader	37
Gerald W. Norris, Jr.	
Chief - Project Engineer	30
Herbert L. Pugh, Jr.	
Launch Service - Inspector	16
George R. Shumway	
Project Coordinator	45
Rebecca M. White	
Management Statistician	33



Randy Pierce, missile checkout mechanic (front), works on a Tomahawk as Frank Mace, group leader, discusses CMA work flow with Mary Lacy, Operations supervisor.

What's New in Facilities? More Space for CMA

The Tomahawk Contractor Maintenance Assembly (CMA) group has moved into a larger, newly refurbished area of building 5 in Kearny Mesa. The expansion is in response to the long-term CMA forecast, which is for more missile recertification and refurbishment contracts. Thus, their new work area has been expanded 100% for a total of 26,000 square feet of floor space.

While the basic area expansion is complete, future additions to the facility will include high-density storage systems for parts and assemblies and All-Up-Round missiles.

CMA is responsible for the periodic recertification of missiles returning from the field as well as the preparation and refurbishment of flight test articles.

Pinecrest Park Update

The seven rental trailers at Pinecrest Park will be closed during the winter season. The trailer season will reopen in mid-April 1987. Reservations will resume in March.

Great Talent Search

The Great Talent Search (GTS) referral program has a new look with expanded opportunities for participating employees. The new GTS program kickoff date is scheduled for November 10. Watch for upcoming details, and look for the "Great Talents of the Future."

Employee Benefits Notice

Open enrollment for employee benefits changes will be from November 3 through 26. Booklets will be mailed to San Diego area employees explaining the different benefits options. Changes become effective January 1, 1987.

T&O Planning Courses Being Offered

To meet the company's upcoming need for T&O planners, Space Systems and Convair are offering an in-plant course in Tool & Operations Planning for all qualified employees. Instruction will consist of classes during work hours (40 hours per week for six weeks).

Interested applicants must apply on their own time during one of the following sessions. You are not required to attend the entire session, as applications can be obtained throughout each session.

KM: 1st & 3rd Shift Employees
November 3, 4, 5 at Century Park, Bldg 2, 2nd floor - Training Center, 3:45-4:45 p.m.

KM: 2nd & 3rd Shift Employees
November 3, 4 at Century Park, Bldg 2, 2nd floor - Training Center, 2:30-3:30 p.m.



R&E Employee of the Month. Convair's Ray Beuligmann, division vice president - Research & Engineering (left), presents Sam Jordan, senior engineer in Department 648-0, with September's Employee of the Month award as supervisor Grant Cooper looks on. Sam received the award for his contributions toward securing GLCM program contracts. Congratulations, Sam.

Employment

For the week ending October 24, Convair Division employment was 8,810; Space Systems Division was 2,684.

November 10, 1986

CONVAIR

WEEKLY LOG

SPACE SYSTEMS

Published by General Dynamics Convair & Space Systems Divisions

Restored PBY Rolls Out in Style

On Wednesday, November 5, a restored PBY-5A Catalina rolled out of the paint hangar at the Naval Air Rework Facility (NARF) on North Island Naval Air Station. Cheered on by a crowd of hundreds, the Consolidated Aircraft Company flying boat cleared the hangar doors and made its way under tow to the front of the speakers' stand, looking like it had just rolled off the assembly line in 1943.

In January 1986, the Thomas W. Kendall family donated the PBY to the San Diego Aero-Space Museum. It was in bad need of repair, so the 43-year-old PBY was restored to flying condition at Van Nuys Airport in Los Angeles. Making its first flight in 12 years, the aircraft took off from Van Nuys and landed at North Island on May 28, 1986, to begin the massive overhaul — a joint restoration between NARF and the Aero-Space Museum.

Present at the rollout ceremony were Preston Fleet, son of Reuben H. Fleet, Dr. Robert Kendall, the aircraft donor, and Ed McKellar, Jr, executive director of the Aero-Space Museum, Naval officials, and scores of former Consolidated Aircraft employees who "flew it, crewed it, and built it," said Fleet.



John DeBlanc, director – Program Development (far right), represented Convair at the PBY rollout ceremony. He is joined by this group of "old timers" who helped build the Catalinas starting back in the mid-1930s.

Space Systems Division Review by Air Force

Brigadier General Nathan Lindsay, Air Force Space Division's Deputy Commander for Launch and Control Systems; Lieutenant Colonel William Files, Assistant Director of Titan IV; and Lieutenant Colonel John Mohre, Director of Medium

Launch Vehicles, recently visited Space Systems for a division review. The guests were given a division overview by General Manager Alan Lovelace before program reviews of the Atlas, Atlas/Centaur, and Titan IV/Centaur programs by the respective program directors.

During a tour of Space Systems facilities, the Air Force representatives showed particular interest in the Advanced Avionics System Integration Lab (ASIL) in Kearny Mesa Building 4, where advanced avionics systems for Centaur have been in research and development for the past four years.

Space Systems Receives MEP Award

Recognizing his staff members for their outstanding contributions toward the success of the 1986 Management Effectiveness Program (MEP) Review, Space Systems General Manager Alan Lovelace recently presented them with a Corporate MEP award.

The 1986 MEP Review was the first one for Space Systems, and Lovelace thanked his staff for making it a success. "I will also present this award to all Space Systems supervision, for I realize the significance of their efforts," Lovelace told his staff.

General Dynamics President Oliver C. Boileau stated in a letter to Lovelace,



Touring the ASIL are (from left) Brigadier General Nathan Lindsay, John Karas – chief, Lieutenant Colonel William Files, William F. Rector, III, division vice president – Program Development, and Jack Coffman, division vice president – Production.

"Congratulations on the fine, first-time performance by you and your Space Systems team during the 1986 MEP Review... Please pass these comments on to your team members who contributed to your results and this award."



Space Systems General Manager Alan Lovelace (right) congratulates Dennis Dunbar, director - Atlas/Centaur Programs, for successfully carrying out his assignment as the 1986 MEP coordinator.



Jim Greene (right), executive director - United Way, presents Top Gun Pacesetter awards to (from left) Alan Lovelace, Space Systems general manager, Paul Cofoni, DSD-Western Center director, and John McSweeney, Convair general manager and vice-chairman of the Major Firms division of the San Diego County campaign.

Pacesetting Results for Con-Trib

Thanks to the combined generosity of Convair, Space Systems, and DSD-Western Center employees, your Con-Trib Club recently pledged \$1.2 million to the local United Way/CHAD. The 1986 Con-Trib campaign showed a 20% increase over last year's commitment, marking the highest pledge ever made by a single private employer in San Diego County.

United Way/CHAD selects major firms to be Pacesetters for the remainder of the community. Out of 22 major participating firms in 1986, General Dynamics represents one-third of the entire Pacesetter pledges in the county. Jim Greene, executive director - United Way, said, "General Dynamics has the largest employee campaign in the community. Because of your prominence in the community, you are looked upon by other companies as a leader."

The Con-Trib Club is an employee organization governed by a board of volunteers from management and labor. Contributions not only aid the hundreds of agencies supported through United Way, but also provide funds for the Employee Emergency Aid Fund and meet specific requests from other community services.

Your membership in the Con-Trib Club is a testimony to your concern for the many communities in San Diego. Without your support, vital local services for medical research and treatment, youth and senior citizens programs, and many other community needs would suffer.

Thank you for caring and sharing. Together, we do make a difference.

Looking for the Great Talent of the Future

Great talent of the past: a face or name that is instantly recognized in the history of achievement. Great talent of the future: those professional employees vital to the continued growth and achievements of Convair.

For several years now, the Great Talent Search (GTS) referral program has encouraged employees to refer scientists and engineers from outside the company for possible employment at Convair. GTS now has been expanded to include a list of professions other than these and a reward system increased in size and value.

Gifts can now be earned for referrals in select nonengineering, salary-exempt positions. A wider selection of prizes for referrals in engineering, science, and management positions is available, and a new category of more valuable prizes for referrals in critical skills positions has been developed.

Every two or three months, GTS will announce an updated list of critical skills. The listing will be available, along with GTS submittal cards, in GTS displays and will also appear in the *Weekly Log*. If you submit a referral in the critical skills category, it must coincide with the current listing to be eligible for awards.

Engineering, science, and management positions include skills in:

- Avionics
- Structures & Design
- Advanced Technology
- Manufacturing
- Logistics
- Cost Development
- Operations Research
- Systems Engineering
- Test & Evaluation
- Program Development
- Industrial Engineering
- Quality Assurance
- Program Office

Other professional position referrals in nonengineering professions (Contracts, Procurement, Finance, or Logistics, for example) also will be announced periodically. The GTS displays will list these qualifying positions as well.

November GTS Job List Critical Skills

Engineering Specialists in:

- Signature Technology
 - RCS/Advanced Composites
- Missile Guidance & Control
- Systems Predesign — RF Technology
- Mission Analysis
- Contract Administration
 - Negotiation

Other Professional Positions

- Finance/Accounting
 - Property Administration
 - Information Systems
 - Forecasting
 - Cost Analysis
 - Inventory Control
- Integrated Logistic Support
 - Fault Isolation
 - Computer Systems Administration
 - GFP
 - Logistic Support Analysis (LSA)
- Technical Publication
 - Writers (IPB, Equip. Maintenance)
 - Editors
 - Engineering Illustrators
- Contract Administration
- Estimating
- Master Scheduling (Material Control)

We're looking for the great talent of the future, and your participation in the new GTS is essential. Please submit all referral cards to Professional Staffing, MZ 11-1340. If you need additional information, please call the Great Talent Search office at 39500.

Bulletin Board

Christmas Dinner Dance. The NMACC Christmas dinner dance will be held at the Hotel del Coronado on December 13. For those who wish to stay overnight, room reservations must be made by November 13. See your booster for reservation forms.

Travel Services. Remember: Travel Services has a new phone number, 77660.

Employment

For the week ending October 31, Convair Division employment was 8,825; Space Systems Division was 2,670.

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Consultants Preparing Survey Presentations

General Dynamics' first corporate-wide survey of employees was completed on October 3. According to David Sirota of consultants Sirota & Alper, "More than 60,000 completed surveys have already been read by the computers and the statistical analysis has begun. Employees' written comments are being read and processed at our (Sirota & Alper) New York office for inclusion in the formal reports."

Formal presentations to corporate headquarters, division management, and union leaders will begin in late November and continue through mid-December. While these processes are under way, a team of division and corporate personnel is working on the design of the formal feedback process that will provide corporate-wide results to all employees.

Reporting Unallowable Activities

Convair employees are individually responsible for reporting costs when they have participated in a business activity, the cost of which may be unallowable or unreimbursable under government contracts.

Examples of unallowable activities include, but are not limited to:

- Motivational award trips
- Labor associated with institutional advertising
- Award ceremonies external to GD
- Lobbying
- Air shows
- Participation in civic organizations

Whenever you participate in an activity that you believe may be unallowable, complete Form 7912 (available through Material Stores, Material No. 21-976927) per Standard Practice B-69. When completed, mail the form to Overhead Settlements, MZ 84-1930.

For a comprehensive list of unallowable activities, refer to FM1-1-2, Appendix B or SP B-69 Appendix B. If you have questions concerning Form 7912 or the allowability of an activity, contact Joe DeMichele, 24835.

Space Systems employees will soon be informed about reporting unallowable activities.



From left, Leann Foley, Susanna Bruno, and Rose Thrash present Brad Clark with a Pacesetter certificate award in recognition of his help in meeting the scheduled reporting requirements for their departments.

Space Systems Recognizes Pacesetters

Under Space Systems Division's new recognition program, employees can salute their coworkers for outstanding contributions or achievements by nominating them for Pacesetter awards. Brad Clark of Financial Forecasting was the first recipient of a peer nomination Pacesetter certificate award. He was recognized by employees of the Training and Development and Motivational Programs departments for assisting them in meeting scheduled reporting requirements.

Area recognition coordinators have been assigned to help with the nomination process. To obtain a list of coordinators, nomination forms, or more information, call Space Systems' Motivational Programs office at 77356. Nominations must be approved by the nominee's supervisor and manager before the award process can be completed.



Jim Faulkner, left, Operations Project Administrator (015), presents John Brierton his journeyman certificate as a machinist. John completed the required on-the-job training hours and related instruction to earn the certificate.

The Great Talent Search

The Search for Great Talent Continues

We're looking for the great talent of the future, and your participation in the new Great Talent Search (GTS) referral program is essential. The new program expands the list of eligible professions for referral and increases the reward system in size and value. The following guidelines will be useful in helping to choose professionals vital to the continued growth of Convair. The awards matrix outlines the levels of awards in the new program. Referral cards may be obtained by calling the Great Talent Search office at 39500.

Program Guidelines

1. All referrals must
 - Be U.S. citizens
 - Have a minimum of 3 years' related work experience
 - Not be current Convair employees
 - Be submitted on Great Talent Search referral cards to Professional Staffing
 - Be submitted by a current or retired Convair employee.
2. If referrals are duplicated, the first referral received will be eligible for a reward.
3. Individuals may not refer themselves.
4. Excluded from referral eligibility are the General Manager's staff, their staffs, and those involved in the employment decision process.
5. Professional Staffing reserves the right to make the final decision on all award presentations, eligibilities, and qualifications.

Awards Matrix

Category of Hire	Submission of Completed Referral Card	Submission of Completed Application/Resume with Relevant Experience	Completion of 90 days of Satisfactory Employment
Critical Skills	Participation Award	Bonus Award	Diamond Award — Pool Table, Spinet Piano, etc.
Engineers, Scientists & Management	Participation Award	Bonus Award	Ruby Award — Apple IIc Computer, Grandfather Clock, etc.
Other Professional Positions	Participation Award	Bonus Award	Opal Award — Seiko Sports Watch, Char-Broil Cart Gas Grill, etc.



Harold Hampton, center, Space Systems Division, receives an Employee Suggestion award for his suggestion that eliminated scrap and rework of aluminum frames bonded to printed circuit boards. Congratulating him are Bob Kisl, left, and Jerry Owen.

Bulletin Board

Discount coupons are available at CRA for 50% off the regular cost of admission to any of the remaining SDSU Aztec football home games. Coupons must be redeemed at the time of ticket purchase.

Historical Data. It has recently been reported that a large number of old documents, logbooks, and maintenance manuals dating back to the mid-1930s are being discarded at Lindbergh Field. This material possibly could be of important historical significance to General Dynamics and the overall aerospace industry. Before discarding any such material, contact Internal Communications, 39955.

Century Park Operator. Century Park employees who need to reach the General Dynamics operator should dial 38000 instead of 0.

NMA Members. If you are not receiving NMA bulletins through Division Distribution, send an AVO with your name, employee number, and mail zone to your chapter secretary: Convair Chapter — Barbara Fager, MZ 11-1330; Space Systems Chapter — Debra Broyles, C2-7130.

Do you have a new phone number or mail zone? Report any changes to Telecommunications, 73413, to help update their files.

Lost and Found

A lady's gold watch was found in front of the Convair Recreation Association building in Kearny Mesa. If you think it's yours, call Jeanie, 27245.

A ring was found at Lindbergh Field. If you think it's yours, call Louise, 26578.

Employment

For the week ending November 7, Convair Division employment was 8,847; Space Systems Division was 2,674.



Convair's Small Business System Receives Outstanding Rating. In a recent Defense Contract Administration Services—Management Area (DCASMA) audit, Procurement's Small Business System received its third consecutive outstanding rating for recognizing and utilizing small businesses to meet Convair production needs. From left are Bob Hobdy, DCASMA, Lorise Maynard, administrator — Small Business, Russ Babcock, director — Procurement, Don Berhow, manager — Procurement Support & Administration, and Marvie Mays, DCASMA.

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Space Systems Participates in National Education Broadcast

On November 6, Space Systems Division participated in a nationally broadcasted space education program. This special, live call-in interview program taped in San Diego at KPBS-TV was transmitted by satellite to classrooms throughout the United States, Canada, and Puerto Rico.

Rusty Schweickart, president of the Association of Space Explorers, U.S.A., and former lunar module pilot for Apollo 9, was the program guest. He answered questions from students in the audience and from call-ins across the nation.

As the major sponsor, Space Systems called on the Convair Motion Pictures & Television department to direct and produce the program. Producer John Gray, III, and director Bill Stevens (assisted technically by T.W. Landis and Todd Finnigan) teamed up to provide an excellent and interesting educational program for students in grades K-12.

If you would like to purchase a video tape of this program, call Cal Samuels, 39955.

America's Space Program: The Last or Lost Frontier?

Never before has the United States faced such a challenge to its civilian space program. To assist in putting America back on the high road to space, the National Space Society is conducting a nationwide series of symposia to highlight the findings of the National Commission on Space (NCOS) report, "Pioneering the Space Frontier — An Exciting Vision of Our Next Fifty Years in Space."

The commission was created by Congress and appointed by President Reagan. Their mandate was to make recommendations on the long-term goals of the U.S. civilian space program through the year 2035. "Find out what you can do to ensure a U.S. commitment to space," they were told.

Space Systems Division is sponsoring a local symposium, December 3, from 7:00 to 10:00 p.m. at the Reuben H. Fleet Space Theater.

Dr. Thomas O. Paine, Chairman of the Commission and former NASA Administrator, will discuss the report. In addition, a panel of experts will discuss aspects of today's space program. Panel members in-



Rusty Schweickart, second from left, answers questions from San Diego students about space travel.

clude Dr. Kathryn D. Sullivan, shuttle astronaut and first American woman to walk in space; Dr. E. Margaret Burbidge, professor of astronomy in the Department of Physics at the University of California, San Diego, and director of the Center for Astrophysics and Space Sciences at UCSD; and William F. Rector, III, division vice president — Program Development, Space Systems Division. The moderator is Mr. Ben Bova, President of the National Space Society and author of over 65 fiction and nonfiction books.

There is no admission charge, and the event is open to the public. A limited amount of seating has been reserved for General Dynamics employees. To register for the symposium, call 39222.

Open Enrollment Ends November 26

Only three days remain to change medical and dental plans. Changes requested after November 26 will not be accepted.

Important Security Notice

Employees who have been leaving or receiving materials at the vacant reception desk in Kearny Mesa's building 2 lobby are reminded that such practices are against security regulations.

If you make arrangements with fellow employees or vendors to pick up material in the lobby, you must personally meet them and check the material through the Plant Protection officer on duty, just as

you normally do while entering or leaving the plant. This includes the use of property passes when applicable.

Material may not be left with the Plant Protection officers for transfer to and from the plant. Items left unattended at the reception desk will be picked up and held by Industrial Security personnel.

Supervisors: To ensure that employees are made aware of this policy in order to avoid security infractions. Your full cooperation in this matter is required.

The "One-Minute Manager" Helps General Dynamics Get Fit

Dr. Ken Blanchard, coauthor of the *One-Minute Manager* and *The One-Minute Manager Gets Fit*, will be the guest speaker for the Seventh Annual Health-Fitness Center (HFC) awards banquet on Saturday, December 6, from 5:00 to 9:00 p.m. at the Scottish Rite Memorial Center in Mission Valley.

The banquet is a night of fun and camaraderie that includes an awards ceremony to recognize the special achievements and contributions to health and fitness by HFC participants. All General Dynamics employees and families are invited to attend. Tickets are \$15 per person or \$26 per couple. Call the HFC at 39921 for reservations.

Take Time for Time Cards, Convair

Q: How do I record my labor when I travel?

A: If you are a salaried employee who will be returning to Convair by Friday, in time to turn in your TDC, take your TDC with you.

If there is a possibility you will not return by Friday, take along a Weekly Travel and Time Distribution Form (A200) instead. A200s may be obtained from Commercial Stores.

Hourly employees must always complete A200 forms when traveling.

Q: Do I record my travel time on my TDC?

A: Travel time is recorded on your TDC only for travel during your normal weekly shift (Monday through Friday).

LAMs 2-9 and 3-1-1 contain detailed instructions for recording labor while on travel. Additional questions may be directed to the Convair Labor Charging Help Line, 24647.

Tour the Orient

Through the General Dynamics Offset program, you can chase away the winter blues with a vacation in Hong Kong and Korea at affordable prices.

Between January 1 and February 28, you can take a seven-day shopping tour of Hong Kong that includes air transportation from San Diego on Korean Air Lines and five nights lodging for \$799. The package also includes transfers, breakfast daily, and a half-day sightseeing tour. Many options are available for extended tours of Seoul, Chiang Mai, Bangkok, Thailand, Singapore, Taiwan, and the People's Republic of China.

General Dynamics employees and retirees receive an additional \$50-per-person discount. And, there are special concessions for group travel.

Brochures about this Orient vacation package and discount coupons are available from Travel, 77660. Ask for Norma.

NMA Space Systems Chapter

Christmas Dinner Dance

The National Management Association Space Systems Chapter is presenting its first annual Christmas Dinner Dance on Friday, December 19, in the Vacation Village Grand Ballroom. This gala event is sponsored by Material, with executive host Roy Bennett. Ticket prices are \$25 for members and \$30 for nonmembers. Ask your booster for more information.

CRA Fencing Club on Local TV

The Convair Recreation Association's fencing club, the Academe d'Armes, will be featured on the San Diego at Large show on Monday, December 1, at 7:30 p.m. on KFMB Channel 8.

Tune in and see your fellow employees interviewed by show host Larry Himmel.

New Hours for Tech Pubs Group

Effective November 24, Convair's Technical Publications Reports group at Kearny Mesa will change its shift to coincide with the shift worked by Technical Publications personnel at Century Park. The normal working hours for all Technical Publications department personnel at both locations will be from 7:00 a.m. to 3:45 p.m.

The reports group at Kearny Mesa is available to provide services for technical reports, contract data requirements lists, engineering research reports, viewgraph presentations, and contract-related reports. If you have a need for these services, call 74989.



Ken Blum, Still Photography (left), explains to Mike Henson, Property Administration, how silver is entered into the residual photo-developing solution. More than 300 gallons of solution are used each month, and the silver extracted afterward is recycled.

Metal Reclamation Program

Growing awareness of the benefits of recycling materials prompted Convair's Property Administration department to begin a Precious Metal Reclamation program in 1983. Plating labs, photo labs, assembly areas, and material review cribs generate large amounts of excess or scrap components, circuit boards, and other gold- and silver-plated material and solutions that are gathered and eventually refined and reused.

Arrangements are currently being made for refining and/or processing all excess precious metals on hand at both Convair and Space Systems. To maximize the results of this program, it is important to check your area for reclaimable material. Standard Practice H2-10 provides detailed procedures for processing this material.

For further information, contact Mike Henson, 75438.

NMA Convair Chapter

Christmas Dinner Dance

The National Management Association Convair Chapter is holding its annual Christmas Dinner Dance on Saturday, December 13, in the Grand Ballroom of the Hotel del Coronado. No-host social hour beings at 6:00 p.m., dinner is at 7:00 (choice of prime rib or salmon), and dancing starts at 8:30 p.m. This event is sponsored by Advanced Programs, with Bill Vega as executive host.

Music will be provided by the band Fortune, with Sandy Hirsch as lead singer.

Tickets go on sale today from NMACC boosters: \$25 for members, \$30 for nonmembers. Table reservations must be made in advance by calling Cheryl, 75240.

Bulletin Board

NEO. There will not be a New Employee Orientation class for Convair on Monday, December 1.

Weekly Log. Because of the Thanksgiving Holiday, the *Weekly Log* will not be published on December 1.

Makeup Training for Convair. The following makeup classes will be conducted for Convair on Wednesday, November 26, in Kearny Mesa building 17, room 2:

- Salaried Ethics Training — 8:00 a.m. to 12:00 noon
- Security Training — 1:00 p.m. to 2:00 p.m.
- Time Card Training — 2:00 p.m. to 3:00 p.m.
- Overhead Expense Reporting — 3:15 p.m. to 4:15 p.m.



Steve Darouie (right) recently received a National University Leadership Scholarship for demonstrating outstanding performance in his current assignment as a lead engineer. Ray Faller (left), chief of Tomahawk Structure Design, recommended Steve for the \$750 award to be used to further his education at National University. The scholarship is one of several educational assistance opportunities available to employees of Convair and Space Systems.

Employment

For the week ending November 14, Convair Division employment was 8,887; Space Systems Division was 2,681.

Published by General Dynamics Convair & Space Systems Divisions

Congratulations!

**To the Atlas/Centaur Team
For the Successful Launch
Of A/C 66 on December 4!**

(Watch for an upcoming special edition of the Weekly Log on the Atlas and Centaur programs at Cape Canaveral.)

New Land-Attack Tomahawk Makes Successful Flight

The first successful flight test of the submunition-dispensing Tomahawk Land-Attack Missile (TLAM-D) in its production configuration was made on November 21 at the Naval Weapons Center China Lake Test Range.

Seconds after launch from the USS *Arkansas* (CGN-41) under way off the coast of southern California, the missile transitioned to cruise flight and flew a fully guided land-attack mission of approximately 500 miles, engaging multiple targets on the China Lake Range with test submunitions.

The test was one in a series of developmental flight tests of the Tomahawk Land-Attack Missile with a conventional submunitions dispenser. This variant of the versatile Tomahawk weapon system will increase mission versatility and enable a single missile to attack multiple targets.

Congratulations to the Tomahawk team.

PBY-5A Arrives at Harbor Drive

The newly restored PBY-5A *Catalina*, which recently debuted at the North Island Naval Air Rework Facility, was transported by Navy barge on November 20 to its temporary home at the General Dynamics Harbor Drive facility.

Of the 3,290 flying boats produced over a ten-year span, this Consolidated Aircraft product was delivered to the Navy as ship no. 1768 (designated N5590V) on December 31, 1943. *Catalinas* were known for their versatility and dependability, earning them the reputation as "go anywhere, do anything workhorses." This particular aircraft was no different, as its history proved.



The "Leaky Tiki" is hoisted onto the ramp at Harbor Drive.

During World War II, N5590V first saw action at Guadalcanal in the Pacific Theater before moving to San Francisco for a tour of duty with the U.S. Coast Guard. It was mothballed from 1952 to 1956 until Thomas W. Kendall purchased it, along with 12 other PBY-5As. Kendall and his newly formed company, Catalina Limited, Inc., had eight of the planes passenger-certified as civil air carriers.

For many years, Kendall and his N5590V were in the public eye. They were featured in the movies "Guns of Navarone" and "The Devil at Four O'Clock." Also during these years, Kendall flew 22 transoceanic flights in the craft, carrying passengers, cargo, and U.S. Postal Service missions. One frequent flyer on N5590V affectionately dubbed the plane "The Leaky Tiki."

After 30 years of faithful service, N5590V was placed in storage at the Van Nuys airport. In January 1986, Dr. Robert Kendall, Thomas Kendall's son, donated the PBY to the San Diego Aero-Space Museum. Badly in need of repair, the 43-year-old flying boat was restored to flying condition at Van Nuys airport.

Making its first flight in several years, the plane flew into North Island Naval Air Station to continue the restoration process, a joint effort between the Navy, the Reuben H. Fleet Fund of the San Diego Community Foundation, and the San

Diego Aero-Space Museum. NARF corrosion control instructors Devonie Morrow and Tom Debose trained 136 naval personnel during the process of repairing and painting the *Catalina*.

Now that the major work is completed on the airframe, National Management Association Convair Chapter and General Dynamics retirees will volunteer their time and talent to totally refurbish the interior of the aircraft while it is at Harbor Drive. This final phase of the restoration process will take nine months. The volunteers will also design and build a pedestal on which to mount the PBY at the Aero-Space Museum.

According to Convair's Frank Signorelli, the coordinator of the activity, "Once the restoration has been completed, the wings will be removed and the PBY will be transported to the Aero-Space Museum in Balboa Park. There, the wings will be reinstalled and the plane will be on display in the rotunda of the museum."

Edwin D. McKellar, Jr., executive director of the San Diego Aero-Space Museum, said, "The Consolidated PBY was the most significant production aircraft ever made for the Navy. Very few remain, and to have one as our museum centerpiece is a tribute to San Diego as an aviation town and Navy town. This PBY says it all for San Diego."



John Morris (right) is congratulated by Kevin Cotner, senior manufacturing engineer, on his \$10,000 Employee Suggestion award.

Offsite Rep Rewarded for Employee Suggestion

In a recent awards ceremony, Convair's Rudy Molina, division vice president — Quality Assurance, presented John Morris with a maximum \$10,000 Employee Suggestion award.

As a Procurement Quality Assurance representative at his Teledyne Controls office in Los Angeles, John ensures that PCM encoders, part of the cruise missile range safety equipment, meet all quality requirements.

Because of past problems with specific tests on the circuit boards, John suggested that complete tests be conducted at earlier levels of assembly. The results were zero rework on the boards at later levels of production and test.

John's commitment to excellence has also been recognized by Convair's Procurement department. In a letter to his supervisor, John was cited for "...pointing out some problem areas, much to Convair's benefit. Because he has taken the initiative, we are meeting our scheduled commitments."

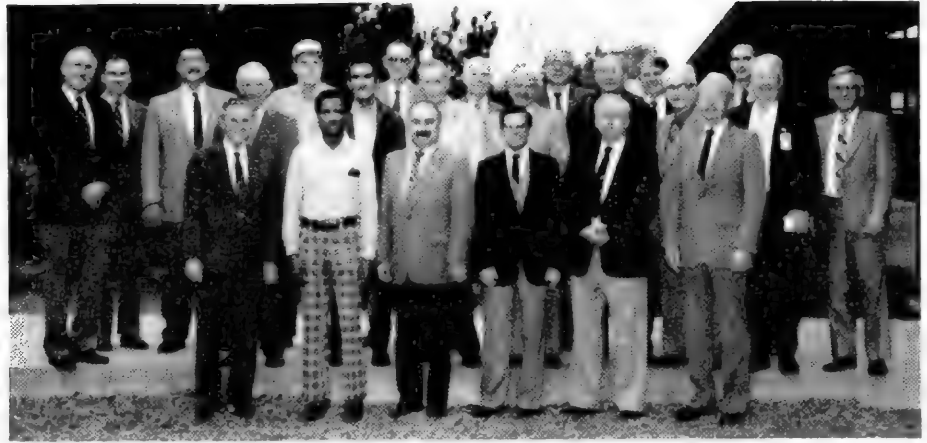
Congratulations, John, for your suggestion and for your contributions to the Cruise Missile program.

From the Mail Room

The Convair Mail Room is committed to providing regular mail service for prompt and efficient handling of internal and external business correspondence. But lately, the Mail Room has been inundated with problems that hamper this service.

Correspondence without proper mail zones delays delivery and creates additional work for Mail Room employees. You can help by informing in-plant and outside correspondents of your proper address and mail zone. Change of mail zone forms are available in the Mail Room.

Another problem the Mail Room is experiencing is the large volume of free trade publications, magazines, and advertisements. Such publications are to be sent to



At a recent service awards breakfast, Convair General Manager John McSweeney recognized employees for 35, 40, and 45 years of service. Attending the breakfast were (front row, from left) Terry Sather (45 years), James Wiggins (35), Frank Signorelli (35), Jim Northrop (35), Bob Elsner (35), and Glenn Smith (40). (Second row) John McSweeney, Don Whisler (staff), Paul Giard (35), A.D. Garner (35), Leo Lopez (35), R.J. Larson (45), Robert Volle (35), Ron Hill (35), Paul George (35), James Humphreys (40), and Nelson Ilgenfritz (staff representative). (Third row) E.D. Fountain (45), Ed Perry (35), Sed Atwood (45), Carl Peters (staff representative), Ken Lake (staff), and Bill Vega (staff).

your home address. Company-purchased publications, properly addressed, may be received at your work address.

Beginning December 15, no personal mail will be picked up at in-plant mail stations. U.S. mail boxes are located at Kearny Mesa gates 2 and 7 and at Lindbergh Field gates 1 and 2 for depositing personal mail.

Your cooperation with these policies will greatly enhance Mail Room services. If you have questions regarding mailing policies, call Johnny Tyler, 73412.

Holiday Security Tip

With Christmas approaching, many departments will soon be planning in-plant luncheons. In the past, some groups have invited former employees to attend these functions. Tightened security regulations require that only visitors on official business be allowed into the plant.

Sealed packages and envelopes going into or out of the plant are not authorized. If you plan on exchanging gifts, they must be unwrapped for Plant Protection officers to inspect. This is in keeping with everyday Industrial Security policies.

Your cooperation is appreciated.

Bulletin Board

Makeup Training for Convair. Convair's final 1986 makeup training sessions will be held on Tuesday, December 9. If you need to attend Ethics, Overhead Expense Reporting, Time Card, or Security classes, contact your departmental training coordinator for the time and place.

Notice to Convair New Employees. Today's Convair New Employee Orientation (NEO) will be held in Kearny Mesa's building 17, room 2, at 8:00 a.m. No further NEO sessions will be held at Kearny Mesa until January 12, 1987.



Michael Lim, Department 132, receives a referral card from GTS administrator Evelyn Cain.

New GTS Going Great

Convair's new Great Talent Search (GTS) referral program is a big success. Since the campaign kickoff on November 10, referral cards and resume submittals have tripled.

Albert Einstein coffee cups and T-shirts, travel clocks, notepad portfolios, luggage tags, and calculators have been awarded to employees who submitted referrals with relevant experience in applicable awards categories.

In January, the award cups and T-shirts will feature the face of another great talent of the past. Keep submitting your referrals for the great talents of the future.

For information on the GTS, call 39500.

Employment

For the week ending November 28, Convair Division employment was 8,912; Space Systems Division was 2,693.

**Century Park & KM building 5:
When calling the General Dynamics
Operator, dial 38000 instead of 0.**

Published by General Dynamics Convair & Space Systems Divisions



Space Systems Recognizes Employees for Service

Space Systems General Manager Alan Lovelace recently hosted the division's first service recognition breakfast to honor employees who have been with the company for over 35 years. Lovelace told the employees that they represented 1,400 years of combined service to General Dynamics. "Great credit must go to you for the success of our operations," Lovelace said. "You're the backbone of our experience, and I want to congratulate you and thank you for the many years of devoted service," he added.

These employees were recently recognized by Space Systems for their years of service: G Shields (35), R.L. Davis (35), R. Badilla (35), J.A. Cleghorn (35), D.W. Schultz (35), P.G. Perez (35), A.G. McCullough (35), P.R. Gasca (35), R.L. Robinson (45), C. Wardinski (35), W.N. Beers (35), J.R. Valdez (45), D.L. Holloway (35), F.J. Westfall (35), J.C. Davis (35), O. Valdez (35), H.M. Romero (35), S.B. Chamberlain (35), A.L. Sack (45), E.J. Bryant (35), J.D. Gonzales (35), H.A. Adesso (35), W. Vierra (45), W.R. Kinney (35), R.S. Stevens (35), R.E. Martin (35), J.E. Burgeson (35), W.B. Young (35), J.V. Zenari (35), A. Uranga (35), L.D. Gorton (35), A. Capossere (35), L.E. Goodale (35), B.L. Smith (35), R.F. Crupi (35), R.L. Austin (35), W.E. Gibb (35), D.E. De Crescenzo (35), J.D. Hash, Jr. (35), R.P. Mikkelsen (35), R.L. Hall (40), D.S. Beight (35), D.E. Hays (35), R.M. Buss (35).



At the annual UPAC appreciation luncheon are, from left, Marva Winters — Con-Trib board member, John Nelson — Con-Trib board member, Rose de Leon — UPAC, Art Medrano — Con-Trib board member, and Beverly Yip — UPAC executive director.

GD Night at Disneyland

General Dynamics employees, families, and friends will have the opportunity to be among the very first to experience Disneyland's newest attraction, "Star Tours," during special parties on January 10-11, 17-18, 24-25, and January 31-February 1. The Saturday hours (January 10, 17, 24, and 31) are 6:00 p.m. to 1:00 a.m. Sunday hours (January 11, 18, 25, and February 1) are noon to 9:00 p.m. Your tickets are good for any one of these evenings.

Ticket prices are \$10.50 for adults (ages 13 and over) and \$8.50 for children (ages 3-12) each day and includes free parking and unlimited use of the Magic Kingdom's more than 50 attractions (except arcades).

For information, call Jody, 28142.

Employee's Con-Trib Club Supports UPAC

Occasionally, your Con-Trib Club board members meet at one of the many agencies supported by Con-Trib. November's board meeting was held at the Union of Pan-Asian Communities (UPAC).

UPAC provides a variety of social, educational, and human support services to the growing number of Pan-Asians of San Diego County. Each year UPAC assists nearly 3,000 San Diegans of varied Pan-Asian descent with basic programs that include in-home support and escort services for the elderly, senior nutrition delivery, self-help employment, language training, mental-health family counseling, social adjustment services, self-sufficiency support, programs for the developmentally disabled, and community development activities.

In the early 1970s, leaders of San Diego's Pan-Asian communities joined forces to represent the diverse interests of Pan-Asians more effectively. UPAC was the result. Entering its second decade of service to the community, UPAC has evolved into a professionally staffed and funded organization.

Your Con-Trib Club has supported UPAC since 1974 with equipment and materials for facility expansion and classroom needs. Thanks to your personal commitment through Con-Trib, agencies like UPAC are able to provide a variety of important services to the San Diego community.

Employee Opinion Survey Results

Watch for the corporate special edition of *GD World* coming December 19, 1986.

Buckle Up!

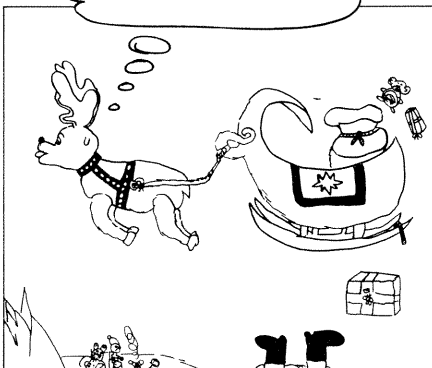
What's Your Excuse? SEAT BELTS RESTRICT MY FREEDOM OF MOVEMENT

You're right. Without your seat belt you have all the freedom in the world — to crash into your windshield, to slam into your car's interior, or to be thrown from your car and slide along the pavement. Freedom is great.

Just ask Harry, a Data Systems Division-Western Center employee who was in an automobile accident in November. In a letter to the *Weekly Log*, Harry's father wrote: "Seatbelts saved my son from certain death in a head-on collision. Take a tip from Harry's Dad — buckle up!"

During the holiday season, please exercise caution and wear your safety belt. We want you back next year.

**Buckle Up!
We Need Your
Presence!**



Illustrator, Maren Grazzini, age 10.

Convair Producer to Narrate "Bah! Humbug" with KyXy's Sam Bass

Get into the Christmas spirit as Convair's Motion Pictures & TV producer Connie Terwilliger teams up with KyXy DJ Sam Bass Friday, December 19, at 8:00 p.m. to narrate the Christmas musical, "Bah! Humbug."

The show is on stage at the revitalized North Park Theater, with Gary Wright and Nicholas Higgins reprising their captivating roles as Scrooge and Tiny Tim. The crutches and braces of seven-year-old Tiny Tim are real — Nicholas was born with Spina Bifida and is partially paralyzed.

Other performances are December 17 through December 23 at 8:00 p.m. There are two matinees on Saturday and Sunday,

December 20 and 21, at 2:00 p.m. Tickets range from \$10 to \$15; seniors and children under 12 are half price.

Each performance has a celebrity team of narrators that includes radio, TV, and local personalities.

For more information, call the California Performing Arts Centre at 692-0220.

Take Time for Time Cards, Convair

What should I charge my idle time to if I am a direct employee waiting for inspection or waiting for my next job assignment?

Direct-charging employees who are idle must either:

- Obtain a new job from their supervisor, or;
- Charge to the appropriate Unassigned Time Account (reference LAM 3-3, page 16). Inappropriate charging of idle time is considered mischarging.

Please refer any questions concerning the use of the Unassigned Time Accounts to the Convair Labor Charging Help Line, 24647.

NMASSC Christmas Dinner Dance

The National Management Association Space Systems Chapter is presenting its first annual Christmas Dinner Dance on Friday, December 19, in the Vacation Village Grand Ballroom. This gala event is sponsored by Material, with Roy Bennett as executive host. Ticket prices are \$25 for members and \$30 for nonmembers. Ask your booster for more information.

PROFNET Courses Offered

More than 30 employees from Convair, Space Systems, and Data Systems Divisions are currently completing various graduate courses in engineering from PROFNET, a joint venture of the College of Extended Studies at San Diego State University and KPBS. These classes are transmitted live to building 5 at Kearny Mesa so that employees can attend class at their work site. (Plans are in work to establish a PROFNET site at Lindbergh Field.) PROFNET students not only see and hear the actual class while it is in session, but they can also actively participate via a telephone audio link. Funding comes from each division as long as the student maintains a certain grade level.

Registration for next semester will be January 14, 10:00 a.m. to noon, in Kearny Mesa building 5, Research & Engineering conference room, column C-10. The classes are limited to 15 people each. Specific details will be available soon. For more information, call Brent Adams, 39952.

Improve Your Administrative Skills

The next Certified Manager Course, Administrative Skills for the Manager, begins January 13, at 4:30 p.m. in the R&E conference room on the main floor of building 25 at Kearny Mesa.

The course will run for ten consecutive Tuesday evenings (4:30 to 6:30 p.m.) through March 17. Classes are geared toward developing the skills needed to become a well-rounded manager: the planning and control process, forecasting, flowcharts, budgeting, basic guidelines and tools of compensation and management from job evaluation to performance reviews, and a review of the basics of business mathematics and its use in statistical decision making.

Upon completion, graduates will receive an NMA certificate and 2.0 Continuing Education Units (CEUs). Bill Frank, a certified manager, will be the course facilitator. Call him at 38206 for more information and registration. The cost is \$10 for NMA members and \$20 for nonmembers.

Reminder

For your convenience, U.S. mail boxes are located at Kearny Mesa gates 2 and 7 and at Lindbergh Field gates 1 and 2. Beginning today, no personal mail will be picked up at in-plant mail stations. Your cooperation will assist the Mail Room in the prompt and efficient handling of internal and external business correspondence.

Red Cross CPR Classes

The Journal of the American Medical Association says that up to half of all deaths caused by heart attacks can be prevented if cardiopulmonary resuscitation (CPR) is applied immediately. "Since 60 to 70% of sudden deaths caused by cardiac arrest occur before hospitalization, the community has the potential for being the ultimate coronary care unit," the Journal reported.

In the past 12 years, American Red Cross certified instructors have taught almost three million Americans the technique and theory of CPR. After completing the eight-hour course and passing a test, students are certified for a year to administer CPR.

For information and class schedules for local CPR training being conducted by the Red Cross, call 291-2620.

Employment

For the week ending December 5, Convair Division employment was 8,927; Space Systems Division was 2,694.

CONVAIR

WEEKLY LOG

SPACE SYSTEMS

Published by General Dynamics Convair & Space Systems Divisions

HAPPY HOLIDAYS

To All Convair Employees:

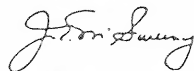
As the year-end holidays approach, our thoughts traditionally turn to family activities. While I look forward to sharing special times with my own family, I also reflect upon our Convair family and the accomplishments and unity demonstrated throughout 1986.

Our Cruise Missile programs continued to do well in terms of meeting delivery schedules and flight-test successes, and our Aircraft programs continued to deliver KC-10 shipsets on time and within cost. In addition to the production programs, several Convair research and development activities made major strides toward contributing to the future business of our company and to the advanced-technology base of America's defense.

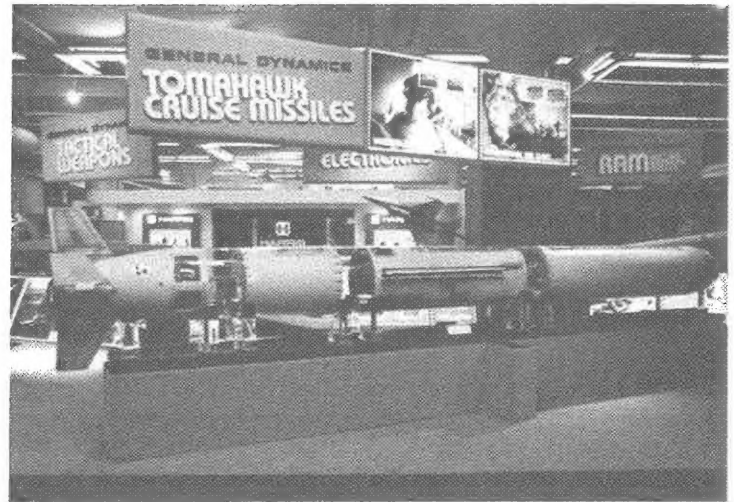
Your dedicated efforts in 1986 also were responsible for the successful results of the corporate MEP and the customer SSR/COR audits. These were major milestones for our division, and they were brought about only through the effective teamwork of all employees.

The new year promises us many opportunities and challenges, and I look forward to meeting them with you. Along with the division staff, I want to express my gratitude for your fine support in 1986 and wish you and yours a happy, safe holiday season.

Sincerely,



John E. McSweeney

**To All Space Systems Employees:**

With our year-end holidays beginning this week, I want to extend my best wishes to our Space Systems Division employees and their families and express appreciation for this past year's accomplishments.

Space Systems employees in San Diego, at Cape Canaveral and Vandenberg Air Force Base were responsible for our successes in the nation's space program during 1986. Two successful Atlas launches from VAFB and the recent successful launch of our Atlas Centaur from Cape Canaveral prove that we have a capable team of people who work well together in a positive atmosphere. I am extremely proud of our people and their performance this past year. I appreciate the efforts and the results.

In October, we were given full go-ahead for the Titan Centaur contract. This means new business for our division. In January 1987, we look forward to an award on the Medium Launch Vehicle (MLV). Our Advanced Space programs also are making good progress. Our business prospects look good for the future.

The Space Systems Division staff members join me in thanking all of our people for this past year's successes and we extend our wishes to everyone for a happy holiday.

Sincerely,



Alan M. Lovelace

THE YEAR IN CRUISE MISSILES

Tomahawk Scorecard

The Convair-designed Tomahawk cruise missile continues to be one of the country's highest priority programs.

Convair's 1986 Tomahawk production averaged 15 missiles a month, exceeding total contract requirements at year end. Deliveries will include 107 Sea-Launched Cruise Missiles (SLCMs) and 81 Ground-Launched Cruise Missiles (GLCMs). In November, the division delivered the 600th Tomahawk and, at year-end, it is expected that a total of 317 SLCMs will have been delivered to the Navy and 315 GLCMs to the Air Force. The Navy currently plans to deploy 3,994 SLCMs; the Air Force plans deployment of 464 GLCMs in five European countries.

Convair continued production of launch equipment to support deployment of GLCMs in Europe. Thirty-two Transporter Erector Launchers (TELs) and seventeen Launch Control Centers (LCCs) were delivered in 1986. Division support teams assisted in activating a new European GLCM wing in England, in achieving Initial Operational Capability (IOC) of the main operating base in Germany, and in preparing the European Repair Facility in Belgium to refurbish and recertify GLCMs beginning in 1987.

Productivity Improvements

The division continues to make facility investments that increase capacity, reliability, and efficiency. The Tomahawk final assembly and maintenance facilities have been rearranged and expanded. A paperless factory system was brought on line in the final assembly area, and a new environmental test chamber has tripled capacity for temperature and vibration testing. In addition, the new automated warehouse system, which tracks and stores 163,000 parts, has improved efficiency and elimi-

nated the need for 12 work-in-process and purchased parts storerooms. The first of the two new Common Missile Assembly Test Stations is now in full operation, with the second scheduled to be on-line in early 1987. Phase II expansion of the division's Sycamore Canyon Tomahawk Facility is in process and will eventually double the available space for final cruise missile processing.

Major Milestones

Significant milestones were achieved in 1986, which further enhance the versatility, utilization, and operational effectiveness of the Tomahawk cruise missile. The surface ship Vertical Launch System (VLS) completed all technical and operational objectives and has been integrated aboard the USS *Bunker Hill* (CG52), the Navy's first VLS-capable surface combatant. Successful demonstration of the vertical launch capability on a 688-class submarine also was achieved during the first quarter of 1986.

Tomahawk's submunition dispensing variant (BGM-109D) is in full-scale development. In July it demonstrated multiple-target attack capability at the White Sands Missile Range. Again in November, another flight test of the 109D was successfully completed at China Lake Test Range.

In April, a Tomahawk land-attack missile with a live, conventional, unitary warhead dramatically demonstrated its programmable air burst capability by completely destroying a revetted target airplane. An improved sea-skim capability, which increases target hit probability and adds a reattack mode, completed testing and has achieved IOC for the Tomahawk antiship missile.

During an operational fleet exercise in 1986, the Navy conducted the first launch of a Tomahawk outside a missile test range. In Third Fleet maneuvers off the coast of Alaska, the USS *Long Beach* launched a Tomahawk land attack missile.

The missile flew a successful mission, crossing several islands in the Aleutian chain, updating its navigation system. It was recovered off Kanaga Island.

Congratulations to the Tomahawk team for an outstanding 1986!

THE YEAR IN AIRCRAFT PROGRAMS

KC-10/DC-10 Fuselage Production Continues

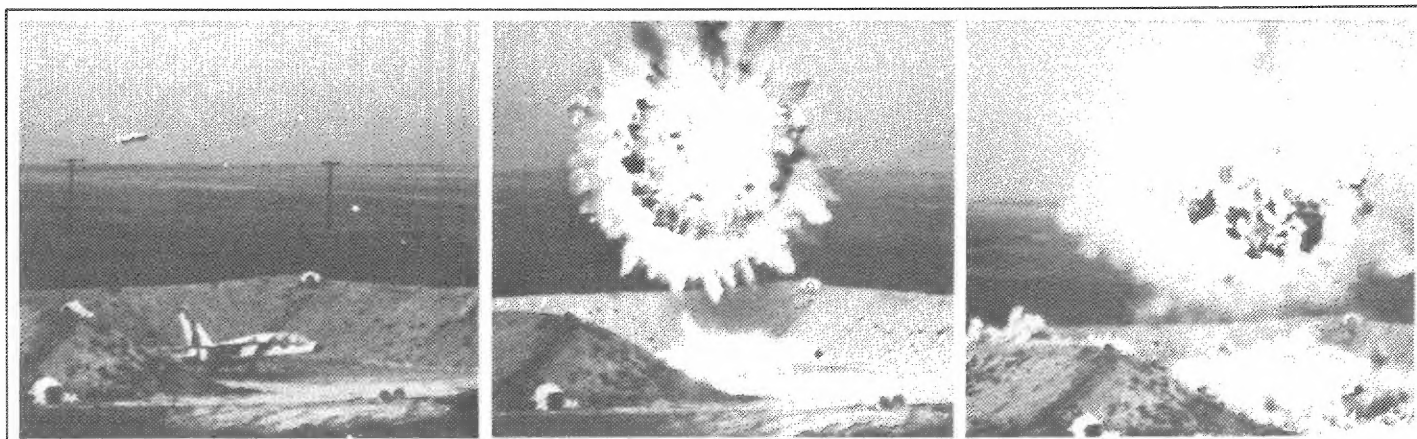
Convair delivered 11 KC-10 fuselages to Douglas Aircraft Company in 1986. Three fuselages must be completed in 1987 to fill out the total Air Force order of 60 KC-10s. Part fabrication and assembly have begun on DC-10 fuselages to follow the KC-10 production, and Douglas anticipates producing at least seven DC-10s, with a likelihood of additional orders.

1987 will be our 18th year of DC-10/KC-10 fuselage production. We have maintained an excellent record of delivering quality products on schedule to Douglas. The many Convair employees who contributed to this accomplishment can be proud of their efforts.

MD-11 Nearing a Start

Douglas is nearing a decision on production of the MD-11 airplane, a next-generation derivative of the DC-10. The MD-11 will have new engines, an updated flight deck, a stretched fuselage, a redesigned wing, and other improvements. Douglas has been reviewing the MD-11 with many airlines worldwide, and the airlines' decisions are near. To date, reports have been promising.

If the MD-11 goes into production, Convair is expecting to produce 200 or more shipsets of fuselages through the 1990s. The MD-11 fuselage is similar to that of the DC-10 but includes two additional sections. It will use new aluminum



Tomahawk T-179 San Clemente Island Test Range, April 1, 1986.

alloys in many of the heavier structural parts. The first MD-11 fuselage would be delivered in 1988, with the production rate building up substantially over current levels to a peak in 1991 or 1992. The program would provide a significant manufacturing workload for many years into the future.

Congratulations to the Aircraft Programs team for a superb 1986.



The flight of MD-11.

THE YEAR IN PLANNING

Facilities Improvements Make a Difference in 1986

Many improvements were made to Kearny Mesa building 5 in support of our Tomahawk All-Up-Round program. Cruise missile work flow and production capacity have greatly improved through expansion and rearrangements of the Cruise Missile Final Assembly and Contractor Maintenance Assembly areas.

The composite facility in Lindbergh Field building 3 was expanded by 36,000 square feet to support the Advanced Missile Systems Program. Included are a layup room, modeling facility, an automatic nesting and plying system, a water-jet cutter, and four autoclaves.

A new activated coolant recycling system for reuse of machine coolant material used in the machine shop will eliminate 600 tons of hazardous waste per year. In addition, the chromic processing and scotchweld prime facility was expanded to process and prime parts before scotchweld in support of the AMS program.

Another highlight of the year was enclosing a west courtyard of Kearny Mesa building 4 to form a private, 7,200-square-foot, environmentally-controlled laboratory space to support expanded Avionics Special Test Equipment manufacturing. Four Secured Compartment Information Facilities (SCIFs) were also constructed in the basement of building 4 to support new classified proposal activity.

Office capacity was expanded by an additional 23,500 square-foot-office area in Kearny Mesa building 5 in support of cruise missile colocation. The third floor and portions of the fourth floor in Kearny Mesa building 1 were refurbished to support the government employees of DCAS, DCAA, and JCMP. The second floor of Lindbergh Field building 8 was refurb-

bished to provide office space for Aircraft Programs personnel. During September, 420 employees and associated equipment were moved to their new home at Century Park — 100,000 square feet of new office facilities.

During 1986, plant physical security was improved with pedestrian card turnstiles and vehicle barriers at all plant entrances. Perimeter fences have also been upgraded.

ZDM Highlights for 1986

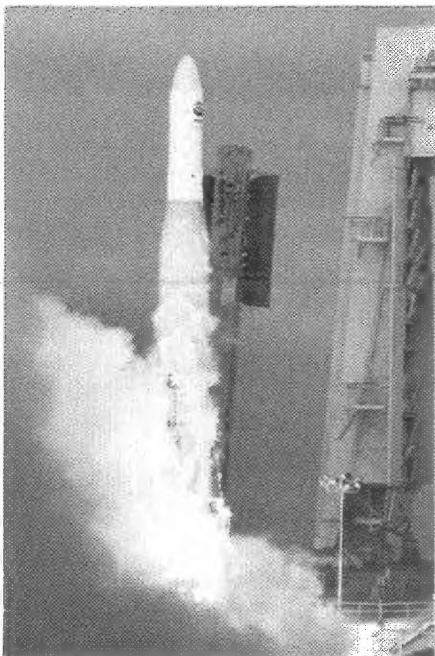
The Zero Defects Management (ZDM) group was formed in March under the direction of the Director of Division Planning. Its role is to facilitate Convair's actions in support of the corporation's goal to reduce General Dynamics' administrative defects to zero. ZDM serves the division General Manager and staff as a "double check" that our actions are implemented in a timely manner to Convair's business.

In 1986, the major emphasis for ZDM has been corrective action commitments. In 1987, ZDM will continue these efforts, plus complete development and implementation of our proactive initiatives/programs. This will enable us to continue to move the division forward to do more extensive self-appraisals and to adopt a "We find it, we fix it" approach to its daily business operations.

SPACE SYSTEMS IN 1986

THE YEAR IN SPACE PROGRAMS

Atlas: The Old Workhorse



Atlas 52E.

Of the few successful U.S. space launches in 1986, the reliable Atlas claimed major victories.

In February, an Atlas H carrying a military payload was successfully launched from Vandenberg Air Force Base (VAFB). A repeat performance took place on September 17 when Atlas 52E placed a 2,400-pound National Oceanic and Atmospheric Administration (NOAA) satellite into its 450-nautical-mile polar orbit.

The spacecraft placed into orbit by 52E was a combined weather and search-and-rescue satellite for NASA. Only six days after launch and less than 24 hours after being put into operation, the search-and-rescue equipment picked up signals from a downed aircraft in Ontario, Canada. The four crew members were rescued as a result.

Atlas will continue to provide vital services for military and international use over the next few years. Two of the twelve remaining Atlas at VAFB are scheduled to launch in 1987.

Congratulations to the Atlas team for superior performance in 1986!

Atlas/Centaur: A Boost for America

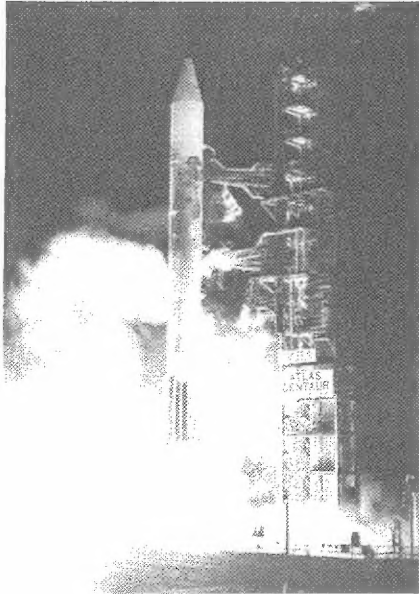
On December 4 at 9:30 p.m. EST, Atlas/Centaur 66 lifted off from Complex 36B at Cape Canaveral. Atop the reliable launch vehicle was a \$125 million Fleet Satellite Communications (FLTSATCOM) satellite, which is now successfully contributing to a versatile military communications system shared by the Navy, Air Force, and Department of Defense. The spaceborne portion of the system (also used by the Presidential Command Network) consists of a global network of FLTSATCOM satellites circling the earth in geostationary orbits of 19,325 nautical miles above the equator.

Atlas/Centaurs have launched each of the six FLTSATCOM satellites now in operation. Paving the way for MLV, AC-66 continued the excellent history of successfully launching this nationally important communications system.

The last scheduled launch for NASA in 1986, AC-66 boosted America's beleaguered space program and provided a positive note for the future of unmanned launch vehicles. Two Atlas/Centaurs are

scheduled to carry FLTSATCOMs in February and May 1987 to complete this military communications network.

Congratulations to the San Diego and ETR Atlas/Centaur team for a job well done in 1986!



The launch of AC-66.

Medium Launch Vehicle (MLV)

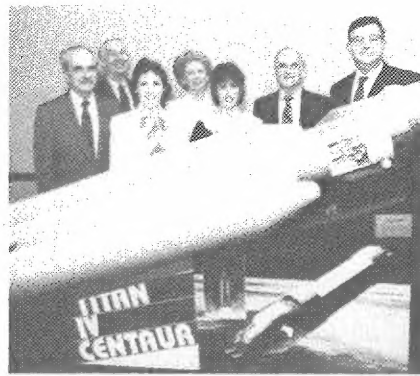
In the aftermath of the Shuttle disaster, it became apparent that expendable launch vehicles would again be required to meet the government and commercial requirements for access to space. The United States Air Force released a Request For Proposal (RFP) on June 28, 1986 for a medium launch vehicle capable of orbiting their NAVSTAR Global Positioning System (GPS) satellites. The GPS system will provide worldwide, three-dimensional navigation coverage when the full constellation of 18 satellites is deployed. The MLV will be required to place the satellites in a circular 10,898-nautical-mile orbit in any of six orbital planes inclined 55 degrees to the equator. The competitive procurement is being conducted in two phases. Phase I activity defines the launch system and performs the necessary mission analysis to support a preliminary design review. Actual hardware procurement and launch activity will be accomplished in the second phase.

Four competitive Phase I contracts of \$5 million each were awarded on August 4

to General Dynamics Space Systems Division, Martin-Marietta, McDonnell Douglas, and Hughes-Boeing. The Phase II RFP was released on August 13. A significant part of the Phase II proposal will be the data developed during Phase I contracted activity. The Phase II proposal was submitted on schedule on October 20. The highlights of our proposal are:

- Atlas/Centaur for the MLV
- Minimum design changes for a low-risk approach
- 20% performance margin
- Existing active launch complex
- Proven 95% flight reliability

Phase I activity culminated with the Preliminary Design Review with the Air Force on December 3 and 4. We expect to present our Best and Final Offer (BAFO) in early January 1987; the Phase II contract award is scheduled for January 16. The contract, a fixed-price, incentive award type, will consist of building, integrating, and launching 20 Atlas Centaur vehicles from 1987 through 1992.



Proudly displaying the Titan Centaur model are, from left, Russ Thomas, division vice president - Titan Centaur program, Dave Hackley, Robbin Trent, Maridee Petersen, Diane Rodriguez, Bill Apfel, and John Silverstein - program manager.

Full Go-Ahead Given for Titan Centaur

On October 1, Space Systems Division was given full go-ahead from Martin Marietta to design, develop, fabricate, and launch 10 Centaurs for use with Titans.

The Titan Centaur is a derivative of the Shuttle Centaur G and G-Prime versions,

with structure and avionics modified to meet Titan IV booster and payload requirements. Upon completion, these vehicles will be launched from Complex 41 at the Eastern Test Range.

The Titan Centaur program is colocated at Century Park and includes a resident office for Martin Marietta as the prime contractor. Currently, the Titan Centaur team is preparing for the next critical milestone — the Preliminary Design Review scheduled for mid-April 1987.

Congratulations to the Titan Centaur team!

Strategic Defense Programs

Strategic defense programs began the year focused primarily on the Strategic Defense Initiative (SDI). But, midway through the year, the Air Defense Initiative (ADI) and Hybrid Bistatic Radar (HBR) programs were merged in to expand the program's overall scope.

Highlights for the year in SDI programs included winning a CRAD for a space-based kinetic weapon concept (Killer Bee). Proposal efforts included Phase III of the SDI architecture work, laser-instrumented target experiment satellite work and logistic support, and automated factories work, for which a CRAD is expected in 1988.

By customer direction, our work on the space-based electromagnetic Sagittar gun evolved from a total systems concept to a focus on "smart rocks," or miniature kill vehicles (MKVs), for which General Dynamics produced a leading design. Our Braduskill B&P effort ended with mixed results: We had a winning proposal, but because of a lack of funds, the government terminated the program. Several energy-related proposal efforts took place in 1986, resulting in a win for nuclear Magneto Hydro Dynamics (MHD) power work.

ADI highlights included a CRAD win for cruise missiles measurements using HBR. Negotiations are under way for funded work on holographic communication analysis. A small CRAD was awarded to ADI for planning/architecture work. Currently, a proposal is in work in pursuit of a much larger CRAD for ADI architecture and technology work for the Air Force.

The Weekly Log is published by Human Resources for employees of General Dynamics Convair and Space Systems Divisions. If you have stories of interest, please call Cal Samuels, 39955, or send them to MZ 11-1330. Managing Editor: Cal Samuels; Production Editor: Bruce Macdonald; Design/Layout: Bill Ferebee.